DOCUMENT RESUME

ED 388 141 HE 028 683

AUTHOR	Sandler, Bernice Resnick, Ed.
TITLE	About Women on Campus, 1995.
INSTITUTION	Center for Women Policy Studies, Washington, D.C.; National Association for Women in Education, Washington, DC.
SPONS AGENCY	Marriott Corp., Bethesda, MD. Education Services Div.
REPORT NO	ISSN-1061-768X
PUB DATE	95
NOTE	76p.
AVAILABLE FROM	National Association for Women in Education, Suite 210, 1325 18th St., N.W., Washington, DC 20036-6511 ($20 annual subscription).
PUB TYPE	Collected Works - Serials (022)
JOURNAL CIT	About Women on Campus; v4 n1-4 1995
EDRS PRICE	MF01/PC04 Plus Postage.
DESCRIPTORS	*Campuses; College Administration; College Students; Court Litigation; Equal Opportunities (Jobs); *Females; *Higher Education; Legal Problems; Sex Discrimination; Sex Fairness; Sexual Abuse; Sexual Harassment; Women Administrators; Women Faculty; Womens Athletics; *Womens Education; Work Environment
IDENTIFIERS	Academic Community; Supreme Court

ABSTRACT

These four newsletter issues focus on topics of interest to female students, faculty, and administrators in higher education. Each issue contains many brief reports on events, news, litigation, legislation, resources, and campus programs on sexual harassment, sexual assault, working in academe and elsewhere, women overseas, women's studies, and women in athletics. A regular column on the activities of the American Council on Education's Office of Women in Higher Education is included. Employment openings are also advertised. The winter and spring issues contain feature articles entitled "'Cybersexism' Raises New Issue to Deal with: Computer Messages vs. Free Speech" and "Women in Law School Receive Lower Grades than Men." (MDM)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED 388 141

ABOUT WOMEN ON CAMPUS

BEST COPY AVAILABLE

HE028 683

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☐ This document has been reproduced as received from the person or organization originating it.

☑ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

National Association

for Women in Education

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

NATIONAL ASSOCIATION FOR WOMEN IN EDUCATION ✦ NAWE

ABOUT WOMEN ON CAMPUS

VOLUME 4 NUMBER 1 ❖ WINTER 1995

"CYBERSEXISM" RAISES NEW ISSUE TO DEAL WITH: COMPUTER MESSAGES VS. FREE SPEECH

Are computer messages—no matter how sexually harassing—protected under free speech?

Does Title IX cover computer communication?

Does a single-sex campus bulletin board or conference violate Title IX?

How should a college deal with sexist (or racist, homophobic, anti-Semitic) remarks on campus computers?

These issues are not academic: they are increasingly being raised on campus.

JUNIOR COLLEGE PAYS $45,000 TO STUDENTS TO SETTLE CHARGES STEMMING FROM ITS SINGLE-SEX COMPUTER CONFERENCES.

♦Santa Rosa Junior College (CA) agreed to pay three students $15,000 each, after the U.S. Department of Education's Office for Civil Rights found the school to be in violation of Title IX, the law which prohibits sex discrimination in educational institutions receiving federal funds.

Two of the students were women who had been the target of explicit sexual remarks on a men's-only bulletin board sponsored by the college. One woman had been targeted by her ex-boyfriend, the other apparently because she protested an advertisement in the student newspaper that showed the buttocks of a woman in a bikini.

The third student, a male, saw the messages and broke the confidentiality rule to tell the women what had been said about them. As a result, he said, the school had retaliated against him.

OCR noted that, except in specific exemptions such as restrooms and certain sex-segregated sports, Title IX prohibits single-sex school-sponsored activities, even if the school sponsors identical activities for each gender. Thus, the existence of an all-women bulletin board was no defense to a charge of sex discrimination.

The second student wanted to respond to the comment made about her, but the school would not tell her who wrote the messages or allow her onto the men's confer-

CONTENTS

Cybersexism	1
From Around the Campus	3
Sexual Harrassment	6
Sexual Assault	8
Working in Academe and Elsewhere	10
Women Overseas	12
Women's Studies	13
Women in Athletics	13
ACE/OWHE	15

ence to reply. The *New York Times* (September 25, 1994) quoted Lois Arata: "If anyone's free speech rights were cut off, it was mine."

The second issue was whether the sexual comments on the bulletin board constituted a hostile environment, a form of sexual harassment prohibited by Title IX. OCR ruled that the behavior was sexually harassing for the first student, because she worked on the campus newspaper with the three men who had posted the messages. The remarks about the second student did not create a hostile environment, because the student did not know the men involved and could continue her course work without contact with them.

OCR's letter of finding to the college stated that the bulletin board was not entitled to the same degree of protection as a campus newspaper or locker room conversation, because only one sex was allowed to take part and there was a moderator who could delete inappropriate messages. OCR proposed that the school ban computer bulletin board comments that harass, denigrate, or show hostility toward a person or group based on sex, race, or color, including slurs, negative stereotypes, jokes, and pranks.

Note: Title IX covers both students and employees. Sexual harassment is also prohibited under Title VII, which covers employees. Thus, cybersexism is also prohibited against employees.

THE MIT SOLUTION: STOPIT@MIT.EDU

MIT has developed a set of procedures to deal with harassment on its computer networks. The Stopit mechanisms are based on a simple proposition: that most offenders, given the opportunity to stop uncivil behavior without having to admit guilt, will do so.

Stopit attempts to discover harassment, improper use, and other uncivil behavior rapidly and to communicate effectively with perpetrators.

A Stopit poster is displayed prominently in all public computer facilities and facsimiles appear in printed and online documents. The poster encourages victims to respond and gives them several options: to call campus police if they are in danger and want to register a complaint; to talk to someone off the record during the academic year; to talk to someone off the record during the week, all year (counselor or ombuds); to file a complaint with the dean of student affairs; and to receive help via e-mail.

Mail sent to the stopit@mit.edu mailing address goes to senior directors in Information Systems, who respond quickly and appropriately. A number of responses have been designed for violations of rules of computer usage, such as tying up multiple workstations, harassment or offensive behavior, and other misbehaviors.

A carefully structured standard note is sent to alleged perpetrators: "Someone using your account did [whatever the offense is]." The note then explains why the behavior is offensive or violates MIT's harassment policy, rules of use, or other guidelines. "Account holders are responsible for the use of their accounts. If you were unaware that your account was being used in this way, it may have been compromised. User Accounts can help you change your password and re-secure your account." Detailed instructions on how to change the password follow.

The note concludes, "If you were aware that your account was being used to [whatever it was], then we trust you will take steps to ensure that this does not happen again."

The results have been highly effective. Many recipients report

ABOUT WOMEN ON CAMPUS

Women's Issues Project
National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington, DC 20036-6511

Project Director: Patricia A. Farrant
Editor: Bernice Resnick Sandler
Business Manager: Patricia Rueckel

The Women's Issues Project of the National Association for Women in Education publishes the quarterly newsletter *About Women on Campus* in cooperation with the Center for Women Policy Studies to provide information about programs, issues, and concerns of women students, faculty, and administrators. Association members receive *About Women on Campus* as part of their $75 membership fee. Individual subscriptions are $20 for one year and $35 for two years. Institutional subscriptions are $28 for one year and $50 for two years.

ISSN: 1061 768X

Application to mail 2nd class postage rate pending at Washington, DC. Postmaster: Send address change to *About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511.

Volume 4, Number 1, WINTER 1995

© 1994 by the National Association for Women in Education

The National Association for Women in Education is an independent nonprofit professional organization dedicated to the education and professional and personal development of women and girls. An important force in American education for more than 75 years, the Association is at a crossroads, serving new populations, expanding its services, and developing new and innovative programs to meet the ever-changing needs of women in education.

The National Association for Women in Education does not discriminate on the basis of race, color, national origin, religion, sex, age, affectional or sexual orientation, or disability in any of its policies, procedures, programs, or practices.

Published with support from the Marriott Corporation, Education Services.

that their accounts have been compromised and have changed their passwords, even though it is clear from eyewitnesses or other evidence that they personally were the offenders. Even more important, there is virtually no repetition of the offending or harassing behavior. Even though the recipient concedes no guilt and receives no punishment, the behavior stops.

The idea for the Stopit program emerged from a collaboration among Mary P. Rowe, Special Assistant to the President, and a group of Information Systems managers led by Gregory A. Jackson, Director of Academic Computing; Daniel M. Weir, Director of Computing Support Services; and Cecelia R. D'Olivera, Director of Distributed Computing Network Services.

Gregory A. Jackson describes the Stopit program in "Promoting Civility on the Academic Network: Crime and Punishment, or the Golden Rule?" in *Educational Record*, (75:3), Summer 1994.

BILL TO BAN ELECTRONIC STALKING INTRODUCED

♦A bill has been introduced in the U.S. House of Representatives by Representative Kweisi Mfume (D,MD) to broaden existing stalking laws to include telephone, e-mail, and other forms of electronic communication. Although all states have laws which prohibit stalking, only Michigan's specifically bans electronic stalking.

FROM AROUND THE CAMPUS

MEN SHOUT AT WOMEN TO BARE THEIR BREASTS

♦The annual pre-exam Mifflin Streak at Pennsylvania State University resulted again in several hundred men roaming the campus from dorm to dorm and at apartment complexes, shouting and chanting at women inside to bare their breasts.

Police estimated that between 300 and 400 men participated. Though no arrests were made a few students will face disciplinary action for participating in the unsanctioned event. The streak dates back to the early 1970s, when male students ran naked prior to final exams to "relieve the tensions." Only about 20 male students ran naked this time.

The good news: In the last few years the university has opposed the streak; the number of males participating this year was less than in previous years. A group of students also protested the streak.

MEDICAL TEXTBOOKS LESS THAN FAIR: MEN'S PIX OUTNUMBER WOMEN'S

♦A comprehensive study of 4,060 illustrations in 12 commonly used textbooks found that men's bodies were depicted far more often than women's.

In five anatomy textbooks, females were represented, on average, in about 21 percent of the illustrations, compared to more than 44 percent in which men appeared (34 percent of the pictures were characterized as neutral). In five physical diagnosis texts, apart from illustrations of females in the chapters involving reproduction, females appeared in only 8 percent of the illustrations.

The study confirms and expands findings of earlier research. The authors, Kathleen D. Mendelson, Linda Z. Nieman, Krista Isaacs, Sophia Lee, and Sandra P. Levison, conclude that because males are depicted in a majority of nonreproductive anatomy illustrations, authors are perpetuating the image of the male body as the normal or standard model for medical education. And, they contend, by allocating illustrations of women primarily to the chapters on reproduction, authors suggest that only women's reproductive functions are noteworthy.

The article, "Sex and Gender Bias in Anatomy and Physical Diagnosis Text Illustrations," appears in the October 26, 1994 issue of the *Journal of the American Medical Association*. Reprints are available from the Women's Health Education Program, Medical College of Pennsylvania, 3300 Henry Avenue, Philadelphia, PA 19129.

SAT GENDER GAP CLOSING SLOWLY

♦Test scores from the Scholastic Assessment Test show that the gap between men and women shrank slightly this year, continuing a trend that began in 1987. The actual narrowing is small; accord-

ing to FairTest, a group which has been monitoring the gender gap in standardized tests, "At the current pace, it will take another 25 years to eliminate the SAT gender gap."

Although men's scores are higher than women's, women earn better grades both in high school and in college. Men of every ethnic group did better than women in the same group, with the exception of Black women, whose verbal scores were higher than those of Black men. Black men's mathematics scores continued to exceed those of Black women.

A recently reported study suggests one reason why there is a gender gap in the scores. Researchers administered sample SAT math exams to high school algebra and precalculus students in both timed and untimed settings. When students could take as long as they wanted, girls' scores increased markedly, but boys' scores did not change. Although boys still received higher scores, the gender gap narrowed significantly when the test was untimed.

The authors, L. Diane Miller, Charles E. Mitchell, and Marilyn Van Ausdal, suggest that the time factor has "a negative, prejudicial impact on females' ability to communicate their knowledge of mathematics."

The study, "Evaluating Achievement in Mathematics: Exploring the Gender Biases of Timed Testing," appears in *Education*, (14:3), Spring 1994.

GENDER GAP IN MEDICAL TESTS TOO

♦White male medical students outscore females in the science examination they must take in order to become licensed physicians. In a study of over 10,000 students, white men did better than women of all races or ethnic background, even after adjustments were made for differences in undergraduate education and scores on medical entrance examinations.

The cause of the differences is not clear: either the test is flawed in some way, the students had some prior educational differences not picked up in the analysis, or the female students are in fact deficient in the subjects in which they were tested.

Beth Dawson, of the Southern Illinois University School of Medicine and the study's lead author, suggested that women may face cultural disadvantages, noting that they may have to handle household tasks while in school, have fewer role models of their own sex helping them to succeed, or may not strive as hard on the test because they are less likely to enter competitive residencies such as orthopedics, for which the test is used as a screening device.

The study appeared in the September 7, 1994 issue of the *Journal of the American Medical Association.*

WORKING WITH HIGH SCHOOL WOMEN STUDENTS

♦Many campus women's groups and programs reach out to high school women. This fall, Ohio State University changed the name of its Women's Lecture Series to the Women's Luncheon Series, in an effort to include the community. One lecture program is specifically designed for high school students. Corporate support will allow a number of high school students to attend, and selected students from Columbus public schools will be eligible for an after-lecture discussion with the speaker.

For further information, write the Center for Women Studies, Ohio State University, 286 University Hall, 230 North Oval Mall, Columbus, OH 43210-1311.

WARMING UP THE CHILLY CLIMATE IN SCIENCE

♦The Association for Women in Science is beginning a new project to encourage institutions to create a better climate for women in science. The project will include visits to various institutions to review chemistry, biology, and mathematics departments. Publishing a document of institutional policies that foster women's participation in science is also planned.

AWIS is seeking suggestions for topics that need to be addressed, sample policies, and organizations or individuals interested in collaboration. For further information about the project, "Women Scientists in Academe: Warming Up a Chilly Climate," contact AWIS, 1522 K Street NW, Suite 820, Washington, DC 20005.

SWARTHMORE STUDENT WHO WAS PAID TO LEAVE IS NOT COMING BACK

♦ In our spring 1994 issue, we wrote about Ewart Yearwood, a Swarthmore student who had been accused of stalking and harassing a woman student. In an effort to resolve the issue, Swarthmore suspended him but paid Yearwood's tuition for the spring 1994 semester at Boston College and costs for psychological counseling.

Swarthmore was willing to let Yearwood return in the fall semester. Alexis Clinansmith, the woman student who had filed the charges against Yearwood, then filed a suit seeking to block his return and asking for more than $100,000 in damages for emotional distress. Whether the suit will be dropped now that Yearwood is not returning is not known.

Yearwood decided not to return to Swarthmore but to stay at Boston College. Swarthmore will no longer pay for his schooling, but he is receiving money from an unnamed private source to cover his tuition at Boston.

Yearwood had previously been expelled from a preparatory school for harassing behaviors.

MICHIGAN STUDENT'S CUSTODY OF DAUGHTER ENDANGERED BY DAY CARE

♦ Jennifer Ireland has custody of her three-year-old daughter. She had been a high school cheerleader when she became pregnant; the father of her child was the captain of the high school football team. Ireland chose not to have an abortion, graduated third in her class, and won a scholarship to the University of Michigan. After moving to Ann Arbor, she enrolled her daughter, Maranda, in a licensed day-care home where a woman cared for her along with her own two children and three others.

That decision prompted the father of the child, Steve Smith, who is also going to college, to ask the court for custody of Maranda, although she had never lived with him. The sole difference the judge found between the two parents when he granted custody to the father is that under the mother's custody, the child was in day care, and that under Smith's custody, his mother, a full-time homemaker, would provide Maranda's care while he attended college.

The judge pointed out that "there is no way that a single parent, attending an academic program as prestigious as the University of Michigan, can do justice to their studies and the raising of an infant child." He noted that under the mother's care, the child would be supervised a great part of the time by strangers, and that under the father's care, she would be raised by blood relatives, i.e., Smith's mother. There was no evidence that the mother was not a good mother, that the day-care situation was harmful, or that the grandmother would be an adequate care-taker.

The decision outraged millions of parents with children in day-care and especially those attending college. The case is under appeal and the Michigan Court of Appeals has delayed the transfer of the child to the father and grandmother's care until the appeal is decided.

OLDER WOMEN ON CAMPUS ON THE INCREASE

♦ More than two million students 35 years or older are attending college, and most of them are women. In 1972, when the federal government first began to keep track of older students, 53.4 percent of those 35 or older were women. In 1992 (the latest data available), two-thirds of the older students were women.

CITADEL CASE: STILL UNDER APPEAL

♦ The fourth U.S. Circuit Court of Appeals has allowed Shannon Faulkner to continue attending the Citadel (but not as a uniformed cadet) until it gives a ruling on whether she can attend as a regular student, i.e., as a cadet. A district court had ruled in August 1994 that Faulkner could attend as a regular student. She was scheduled to become a cadet, including having her head shaved, when the Circuit court granted a motion to delay her full admission until it ruled on the Citadel's appeal. The Citadel is a state-supported institution in South Carolina.

Faulkner had gained admission by having her high school counselor remove all references to her gender from her application. After she was admitted and the school learned that she was not a male, she was rejected. A court order allowed her to attend

day classes, but she has been prohibited from participating in the cadet corps, residing on campus, or eating with her fellow students.

The Citadel is also planning to create a South Carolina Women's Leadership Institute at two private all-female schools, Converse and Columbia Colleges, and to have the women attend ROTC training programs at nearby schools. The Citadel would defray the additional costs of those schools over the cost of the Citadel. However, as soon as the plan was announced in October, officials at the two schools said they had not been informed about the plan. Such a proposal would have to be approved by the court and the South Carolina Legislature.

SPEECHES FOR MEN ONLY NOT ALLOWED

♦ A proposed "men only" speech to be given at Texas Southern University by Louis Farrakhan was cancelled when the NEA/Texas Faculty Association leadership protested.

The "men only" speech would have violated Title IX, which prohibits discrimination on the basis of sex in institutions receiving federal funds, as well as a Texas statute which prohibits state institutions from refusing to permit a person to participate in a program because of that person's race, religion, color, sex, or national origin.

The speech was subsequently held off campus and women were not allowed to attend.

SEXUAL HARASSMENT

NOT REMOVING GRAFFITI CAN VIOLATE TITLE IX

♦ The Office for Civil Rights of the U.S. Department of Education, which enforces Title IX, has ruled that sexual remarks appearing in graffiti violate Title IX and should be removed. OCR had cited several schools for failing to remove graffiti of a sexual nature. Title IX, which prohibits sexual discrimination in educational institutions, covers all forms of sexual harassment, including graffiti.

COURT ORDERS SCHOOL TO REINSTATE FIRED PROF DESPITE CHARGE OF HARASSMENT

♦ A University of New Hampshire professor who had been dismissed for sexually harassing remarks in the classroom has been reinstated by a federal judge. Seven female students had complained about comments he made during a writing class. The judge ruled that the professor had "legitimate pedagogical reasons" for his language and that the university had violated his constitutional right to free speech.

J. Donald Silva had said in his writing class that belly dancing "is like Jell-O on a plate with a vibrator underneath." Silva is suing three top administrators as well as the three professors and two students who served on the academic appeals board that heard his case.

The University of New Hampshire plans to appeal the judgement.

USE OF RACIAL EPITHET NOT PROTECTED BY CONSTITUTION

♦ In contrast to the case above, in a little-noted decision, a court has ruled that the use of a racial epithet was not protected speech. Although the case did not involve gender, similar reasoning might be applicable to gender harassment.

The men's basketball coach at Central Michigan University gave a locker room talk to his players and used the term "nigger," although he claimed he used it to connote someone who is "fearless, mentally strong, and tough." Although all of the black players on the team said they were not offended by the term, a former player complained to the affirmative action officer. She informed the coach that the use of the word was a violation of the institution's harassment policy. The coach was subsequently suspended for five days. His contract was not renewed.

The coach sued in federal court, claiming that his termination was a violation of his First Amendment rights to free speech and academic freedom. Several members of the team joined the coach's lawsuit, claiming violations of their First Amendment rights also.

Although the court ruled the school's discriminatory harassment policy was overly broad, it ruled that the coach's use of the term "nigger" was not constitutionally protected. The court noted that an employee cannot be fired for exercising his constitutional rights, but added that the threshold question

was *whether the employee's speech may be fairly characterized as constituting speech on a matter of public concern.*

The court ruled that the coach's speech did not deal with a matter of public concern and stated:

> A coach's distress about the degree of aggressiveness shown by his players...is a reasonable matter of concern, certainly, to the coach, but not the kind of question that is fairly cast as a "public issue." ...There is no conclusion available from the evidence other than that a coach's disappointment with team play and his attendant use of assertedly [sic] motivating language, was of private concern only—to him and perhaps to his players. It was not speech on a matter of public concern.

The case involved was *Dambrot v Central Michigan University*, 839 F. Supp. 477 United States District Court, E.D. Michigan, N.D., 1993.

JURY SAYS OFFENSIVE BEHAVIOR IS NOT HARASSMENT

♦ A federal jury concluded that insults and obscene language by two teaching assistants both on campus and at a bar, as well as a bad grade given when a student refused to sleep with one of them, did not constitute sexual harassment. A former student, Lisa Mann, had sued the University of Cincinnati and the teaching assistants, claiming that their behavior had created a hostile environment that constituted sexual harassment.

The case is expected to be appealed. Robert Gutzwiller, Mann's attorney, stated that the judge had given improper instructions to the jury and that the jury had not understood the provisions of Title IX, which prohibits sex discrimination in educational institutions.

PROF ACCUSED OF SEXUAL HARASSING REMARKS IN CLASSROOM

♦ Two female graduate students at Southern Connecticut State University have accused an assistant professor in the Department of Marriage and Family Therapy of sexual harassment and have filed a complaint with the State Commission on Human Rights and Opportunities. The school is also investigating.

Mitchell Dickey is accused of introducing inappropriate sexual mannerisms and language in the classroom, such as making explicit references to "lubrication" during role playing with one of the students after a therapy session with a mother and daughter. Dickey is alleged to have said, among other things, "It must have felt like I was raping you."

LARGEST AWARD IN SEXUAL HARASSMENT CASES REDUCED

♦ The world's largest law firm, Baker and McKenzie, was ordered by a jury to pay $7.1 million to a secretary who had been harassed by one of its partners. A state judge later reduced the award to $3.5 million, which equals 5 percent of the firm's net worth. The woman had worked for the firm less than two months. The jury found that the firm knew of Martin Greenstein's behavior and did nothing to stop it, despite previous complaints by other women employees.

Although the case does not involve an academic institution, it nevertheless sends a message that all employers have a responsibility to take complaints seriously and to stop sexually harassing behavior.

RESOURCE: FLIRTING OR HURTING

♦ For teacher educators as well as those involved in projects working with high school or elementary students, *Flirting or Hurting, A Teacher's Guide on Student-to-Student Sexual Harassment in Schools, Grades 6-12* helps explain what sexual harassment is, what steps to take, and what schools can do about it. The 105-page guide describes core lessons that include student hand-outs, role-plays, discussion guides, case studies, and supplemental activities. It also contains a list of resources.

Written by Nan Stein and Lisa Sjostrom, the book is a joint project of the National Education Association Women and Girls Center for Change and the Wellesley College Center for Research on Women. Available from NEA Professional Library, P.O. Box 509, West Haven, CT 06516-9904, 800-229-4200; $15.95 for members; $19.95 for nonmembers. No shipping charges for prepaid orders.

SEXUAL ASSAULT

CAMPUSES MUST REPORT CRIMES REPORTED TO COUNSELORS

♦Under the Campus Security Act, colleges and universities must provide information concerning campus crime. But how such crimes are defined has been a source of continuing debate. The Education Department has now stated that the definition includes all crimes reported to campus officials, including those "who have significant responsibility for student and campus activities." Thus, assaults reported to rape crisis advisors and other counselors must be included in the yearly statistics. However, in a move to protect victim confidentiality, counselors do not have to report such crimes at the time they occur nor must they provide details about the incidents.

CRIME BILL MAKES VIOLENT CRIMES BASED ON GENDER A CIVIL RIGHTS VIOLATION

♦The crime bill passed by the Congress contained several provisions of interest to women. The bill included most of the provisions of the Violence Against Women Act, which, among other things, redefined violent crimes based on gender, so that they now may be considered a civil rights violation. Thus, women will be able to file civil suits in federal court in cases of violent crimes motivated by gender bias and will no longer be dependent on prosecutors who choose which cases will be prosecuted in criminal court.

The bill also provides funds to combat sexual assault and sexual abuse, including training for police officers, judges, and prosecutors about sex-biased crimes, and for a national hot-line for victims of domestic violence.

Mean Women: A New Approach to Rape Prevention

Traditional rape prevention strategies have been criticized by some (Kate Roiphe, for example) as victimizing women. Indeed, rape prevention education often winds up scaring women too much and men not enough. Thus, the popular approach depicting images of violence against women or the sexual objectification of women often leave women with a disempowered, fearful sense, and men with a sense of physical power and invulnerability. Some males viewing rape prevention videos may find their sense of infallibility strengthened because the videos depict them as "dangerous men."

A new video, "Mean Women," by Martha McCaughey and Neal King of the University of California at Santa Barbara, uses clips from popular movies in which women verbally and physically confront and attack men. Their analysis reveals that showing images of aggressive women, in the context of rape prevention education, empowers women and, perhaps more important, destabilizes men's sense of physical power over them. Thus, rather than primarily making women more "responsible" for their appearance, more certain of their powerlessness, or more afraid of men, the video helps women feel less vulnerable and makes men less comfortable with the myth of female vulnerability and their own sense of physical security. Men who watch "Mean Women" have found it uncomfortable to do so in ways not typical of responses to traditional videos that portray women as victims.

For further information or for a copy of the video or an article about it, contact McCaughey and King at the Department of Sociology at UC Santa Barbara, Santa Barbara, CA 93106-9430. The video is for educational purposes only. Rape prevention educators can send a blank VHS tape and a self-addressed envelope with $2.90 postage.

OTHER GOOD NEWS FROM THE CONGRESS

• The Women's Educational Equity Act, which provides funds for projects promoting gender equity in education, will receive an increase of almost $2 million, for a total appropriation of just under $4 million.

• The Gender Equity in Education Act was passed as part of the Elementary and Secondary Education Act. A special assistant for gender equity will be established within the Department of Education to promote, coordinate, and evaluate gender equity programs.

NEW TWISTS ON RAPE TRIALS

♦ As our conceptions of sexual assault have been changing radically in recent years, laws and court decisions have been changing too:

• New York became the second state in the nation to prohibit defense attorneys in sexual assault and abuse cases from referring to the complainant's manner of dress. Florida is the only other state which prohibits a victim's clothing from being used in a sex crimes case, except in those instances where the judge declares it to be relevant.

• In a ruling by the Michigan Supreme court, a defendant in a sexual assault trial can have access to the private counseling records of a woman who accuses him of rape only if they are essential to a fair trial for the defendant.

Although the court put several strict limitations on the release of such records, advocates for sexual assault victims were disappointed that the records were not placed entirely off limits. In a similar case in Massachusetts, a YWCA was forced to surrender counseling files to a defendant when the Massachusetts Supreme Court upheld a lower court's ruling to do so.

Even in the above states, colleges and universities are not bound by these decisions because they can make their own rules for dealing with charges of sexual assault. Institutional administrative rules need not be identical to those of state law. Thus, schools can define sexual assault differently, have different punishments, and prohibit the use of counseling records.

COALITION FOCUSES ON CAMPUS RAPE

♦ The Coalition of Campus Organizations is a networking and informational resource for students, activists, organizations and anyone with an interest in working against sexual violence and harassment on campus.

CCOAR gathers and provides information on power dynamics that contribute to rape. CCOAR provides information, puts on conferences and other services. Students are eligible for board membership and the position of regional coordinator.

For further information, contact CCOAR at P.O. Box 5743, Irvine, CA 92716 (enclose a self-addressed envelope), or via e-mail at erbet@orion.oac.uc.edu.

CAMPUS POLICE TRAINED ON DOMESTIC VIOLENCE AND BATTERING

♦ In our fall 1994 issue we described how Michigan State University had developed what may be the first campus-based temporary shelter for women experiencing domestic violence.

As part of the program, all 85 members of the campus Department of Police and Public Safety are receiving training so that they will recognize and be able to deal with abuse, whether it occurs to students who are dating, wives of foreign-born students, or others affiliated with the institution.

Like most institutions, Michigan State has not kept records in the past of domestic abuse, although some of those incidents may have been defined as assault or as harassment. As a result it is not clear how often battering occurs.

Campuses are becoming increasingly aware about domestic violence. At Bucks County Community College (PA), students and faculty raised money for a shelter for battered women by staging a four-day demonstration, taking turns staying in a cage on campus to show how women are silenced by domestic violence. Victims of domestic abuse also spoke about their experiences.

MEN AND WOMEN: DIFFERENT PERCEPTIONS ON FORCED SEXUAL ACTIVITY

♦A recent study of Americans and their sex lives conducted by the National Opinion Research Center at the University of Chicago received widespread attention in the press in October. Little attention was paid, however, to what the study revealed about unwanted sexual behavior.

The study found that 22.8 per cent of the women had been forced to do something sexually that they did not want to do, usually by men they knew, were in love with, or married to.

In contrast, only 2.8 per cent of the men reported ever having forced a woman into a sexual act. Although it is possible that a small number of men are forcing a much larger number of women into unwanted sexual activity, the authors believe that the gap is most likely a result of men's failure to realize that their behavior is viewed by women as coercive.

The study also showed that there were negative effects from sexual coercion: women who had been coerced as adults as well as men and women who had been touched as children were more likely to report pain during sex, anxiety about sexual performance, and emotional problems that interfered with sexuality. They were also more likely to have engaged in group sex and anal sex and to have had ten or more sexual partners.

The findings are reported in two books: *Sex in America: A Definitive Survey* by Robert T. Michael, John H. Gagnon, Edward O. Laumann, and Gina Klata, published by Little, Brown and Company; and the complete study, *The Social Organization of Sexuality* by Laumann, Gagnon, Michael, and Stuart Michaels, published by the University of Chicago Press.

75th Anniversary of Women's Suffrage Coming in 1995

It's not too early to begin planning to celebrate the 75th anniversary of women's right to vote in the United States. The Nineteenth Amendment, known as the Susan B. Anthony Amendment, was ratified on August 26, 1920.

Many events, exhibits and projects are being planned. If you need help, ideas, or resources, the National Women's History Project is the place to contact, because the project is also the national clearinghouse for information on the 75th Suffrage Anniversary Celebration. Their organizing kit is filled with tips to help your school or community commemorate the event. It includes a wealth of information: how to get a resolution passed; how to obtain plays, traveling exhibits, videos, posters and speeches; plus a regularly updated list of national events and resources.

The kit, No. 5976, costs $7.50 plus $3.50 for shipping and handling. Contact NWHP at 7738 Bell Road, Windsor, CA 05492. 707-838-6000.

Also available is a newsletter, *Women Win the Vote*, which briefly profiles 75 suffragists; contains a brief history and articles about suffrage; lists books, display items, videos and tapes, performers, and other materials; and includes a list of events already planned.

The 16-page newsletter (the size of a newspaper magazine section) is available for $1, or $5 for 25 copies, from the address listed above. NWHP also provides other resources about women useful for teaching and in educational settings.

WORKING IN ACADEME AND ELSEWHERE

WOMEN FACULTY GET LOWER EVALUATIONS FROM STUDENTS

♦In a study showing that college students who do poorly give their professors higher evaluations than their fellow students who do better, women faculty received less favorable evaluations than their male colleagues.

The study was conducted by Laura Langbein, School of Public Affairs, American University, Washington, DC, based on a detailed analysis of 2,600 evaluations by students at American University. Results of the study appear in *Political Science and Politics*.

Langbein also said that students expected women faculty to be nurturing and supportive and that women were rated more harshly when they gave a bad grade than men would have been.

PSYCHOLOGY PROFESSOR SETTLES HARASSMENT AND RETALIATION SUIT

♦ Ann K. Boggiano, a psychology professor at the University of Colorado, who accused the school of harassing her for actively addressing campus women's inequities, such as salary and tenure, has settled her case. Boggiano alleged a "vicious, unrelenting, retaliatory harassment" campaign to force her to leave, although she had tenure for ten years. Among her accusations was that insinuations were made to professional journals that she had falsified information in a research paper. Her lawsuit was filed in 1993.

As a result of the settlement, Boggiano resigned in August 1994, and will receive $85,000 plus $2,500 per month for the rest of her life.

CANADIAN FACULTY MEN UPSET AT CAMPUS CLIMATE REPORT; HARASS AUTHORS AND SUE CBC

♦ When the Committee to Make the Department More Supportive to Women at the University of Victoria's Political Science Department issued its report, reaction was swift. Members of the chilly climate committee (as it was also called) were met with immediate hostility. The faculty representative on the committee, Somer Brodribb, was threatened with a libel suit by eight tenured male members of the department, who felt the report harmed their reputations. Five student members of the committee were also harassed, both in and outside of the classroom.

The report describes the barriers faced by women in the department—ranging from sexist jokes, innuendos, and sexual harassment, to the exclusion of works by and about women from the classroom. It also contains recommendations about educational and policy steps to change the climate, including incorporating women's theory and research into the curriculum.

When Brodribb and Constance Backhouse (a law professor from the University of Western Ontario) were interviewed on radio by the Canadian Broadcasting System about the situation, four of the eight tenured male professors filed a libel suit against the CBC.

President David Strong promptly commissioned a new study by a two-person committee, a female law professor from another school and a former Canadian Supreme Court justice. Their report admonished the climate committee for using words such as "sexism," "racism," and "harassment," but they also stated that "No one wishes to discount the collective experience of women." Although they also recommended that the new chair of the department be female, the new chair is one of the men suing the CBC.

Where do things stand now? Two and a half years after the chilly climate committee made its report, none of its recommendations or those of other reports has been implemented. The libel suit against the CBC has not been heard. Two of the student members of the committee graduated shortly after the report was released; two others working on master's degrees in the department have found it difficult to make progress because of the backlash. The fifth switched from political science to women's studies. Brodribb is still a member of the department.

To offer support or a donation to the Chilly Climate Support and Defense Fund, contact them at the Status of Women Action Group, Box 8484, Victoria, BC V8W 3S1, Canada.

Faculty at other Canadian universities also protested new provincial guidelines in Ontario which called for "zero tolerance" of sexual harassment and discrimination and for insuring that students and staff do not have to work in a "negative environment." Faculty claimed that the guidelines infringe on their freedom of expression. Protests by faculty at Trent, Carleton, and Ottawa Universities were contrasted with support by the provincial faculty organization for the guidelines.

At the same time, the University of British Columbia has announced that it will investigate charges of racism and sexism in teaching practices in its political science department.

IT'S THE SAME OLD STORY: WOMEN'S SALARIES LAG BEHIND MEN'S

• In a recent survey of private colleges conducted by the *Chronicle of Higher Education*, women were barely visible among the 240 highest-paid administrators in Research I and II universities: only three were women. Two subsequently retired, leaving Teresa Bischoff, deputy provost and executive vice president of the New York University Medical Center, as the sole woman on the list.

Of the 224 highest-paid administrators in Doctorate I and II institutions, only 22 were women. The survey appeared in the September 14, 1994 issue.

Women still earn less than men, no matter how one looks at the figures. Women earn 75 cents for every dollar earned by a man. The median weekly salary for male full-time workers is $514 compared to that of women, $395. Of the people earning $75,000 or more, 3.4 million of them are men, while only 437,000 are female.

The figures persist, no matter where one looks. Although many women work for the federal government, the 1993 figures for federally employed workers in white-collar professional, technical, and clerical jobs mirror the figures elsewhere. No matter what their race, women earn less annually than men, whatever their race.

Figures for federally employed blue collar jobs showed the same pattern—men of all races exceeded the annual salary of women, regardless of race.

Federal White-Collar Workers, 1993

Men		Women	
White	$46,354	White	$32,807
Black	35,373	Black	27,088
Hispanic	37,779	Hispanic	28,329
Asian/PI	44,307	Asian/PI	33,921
Nat. Amer.	34,651	Nat. Amer.	26,298

HOTLINE: WHAT'S HAPPENING IN WASHINGTON

For a update on what the Feds and the Congress are doing about women's issues, check the OWL Powerline at 202-783-6689. The Older Women's League provides a three-minute recorded message, updated on Fridays, describing Congressional action, Supreme Court rulings, and government agency reports that affect midlife or older women. For information about OWL, contact them at 666 11th Street NW, Suite 700, Washington, DC 20001; 202-783-6686.

WOMEN OVERSEAS

WOMEN'S STUDIES IN CHINA

♦A women's studies center at Tianjin Normal University is seeking ways to collaborate with other women's studies groups or individuals interested in research on gender issues both within and outside China. The Center, which started in 1993, is aimed at promoting research on gender-related issues, improving women's lives, and helping women in China adjust to social developments. With support from the Ford Foundation, the Center recently held a conference on "Chinese Women and Development: Health, Employment and Social Status."

For further information, contact Du Fangqin, Gao Xin Lou 3 - 2 - 302, Tang Gu District, Tianjin, People's Republic of China. Fax: 022-5261146; phone: 022-508569.

FIRST WOMAN COLLEGE PRESIDENT IN ARAB WORLD

♦Faiza Mohammed al-Kharafi, president of Kuwait University, is the first woman to head a university in the Arab world. Kharafi is a former chemistry professor, educated in Egypt, Kuwait, and Germany, where she did postdoctoral work.

WORLD YEARBOOK OF EDUCATION 1994: THE GENDER GAP IN HIGHER EDUCATION

♦This book documents the educational gender gap around the world, using studies from Australia, Botswana, Bulgaria, People's Republic of China, France, Germany,

Greece, Iran, the Netherlands, Norway, Pakistan, Poland, Russia, Turkey, the United Kingdom, the United States, and Uzbekistan.

Edited by Suzanne Stiver Lie, Lynda Malik, and Duncan Harris, the 260-page book is available from Kogan Page, Ltd., 120 Pentonville Road, London, N19JN, UK.

WOMEN'S STUDIES

ELECTRONIC FORUM FOCUSES ON WOMEN'S STUDIES

♦WMST-L covers almost everything anyone may have wanted to know about women's studies, offering information about teaching strategies, current research, funding sources, relationships between ethnic and women's studies, how to build women's studies, and problems people encounter.

The forum has over 1,000 subscribers in 21 different countries. For more information, contact Joan Korenman, Women's Studies Program, University of Maryland, Baltimore, MD 21228-5398, 410-455-2040.

REFERENCE FOR CHICANA STUDIES

♦This edited volume may be the first interdisciplinary collection about Chicana women. It addresses the history of Chicana women; the intersection of race, class, ethnicity, and gender; political subordination; and sexual exploitation. Available from the University of California Press, $14.00 in paper.

PUTTING TOGETHER A DIRECTORY OF WOMEN'S STUDIES FACULTY?

♦You might want to take a look at the Women's Studies Program Directory at Arizona State University. The 8-page directory lists core faculty (those with tenure lines in Women's Studies or more than 50 percent in the unit); associate faculty (tenured faculty from another unit "on loan" to the program for a specified percentage of time, such as between 25 percent and 100 percent, and for a set amount of time—for example, 3-5 years); and affiliated faculty, administrators, and professionals (who have teaching and/or research interests in the program but whose participation is irregular). Affiliated persons include those who can provide a service, crosslist courses, or have research interests in the discipline.

The directory provides name, title, campus address, phone, and e-mail address; indicates degrees with dates; and lists interests. For further information, contact the Women's Studies Program, Arizona State University, Box 871801, Tempe, AZ 85287-1801, 602-965-2358.

RESOURCE: WOMEN'S STUDIES

♦A number of women's studies journals are published in Great Britain by Carfax Publishing Company, including the following: *Gender and Education*, a journal about feminist research and ideas about all levels and aspects of education; *Gender, Place and Culture*, a journal of feminist geography; *Journal of Gender Studies*, covering a wide range of research from a feminist perspective; and *Studies of Women Abstracts*, an international abstracting service focusing on a wide array of issues, including education, employment, women in family and community, medicine and health, sex and gender role socialization, media, literary criticism, and historical studies.

For further information, write Carfax Publishing Company at P.O. Box 25, Abington, Oxfordshire, Great Britain, OX143UE, UK or at P.O. Box 2025, Dunnellon, FL 34430-2025.

WOMEN IN ATHLETICS

IN THE COURTS

•Brown University (RI) has settled part of the suit brought against it by women athletes. Brown will provide comparable treatment to its male and female athletes for at least three years in areas such as coaching, recruiting, equipment, and facilities. Both sides agreed that Brown was already doing most of this and that the settlement would lock in these changes.

What was not settled and will end up being decided by the court is the other central issue, whether Brown offers its female students sufficient opportunity to participate in sports.

Although Judge Raymond J. Pettine has already told Brown that there is virtually no chance that he

would rule in its favor on the participation issue, the school is apparently building a record and hoping that the lower court decision would be overturned on appeal.

A comprehensive article about the issue of participation involved in the Brown case by Douglas Lederman appeared in the October 5th issue of the *Chronicle of Higher Education.*

• Nine female athletes are suing the University of Bridgeport, claiming it discriminates against women in its athletic programs. Although women are 54 percent of the undergraduates, they are only 42 percent of the athletes. Last year, Bridgeport dropped its women's gymnastics team and men's volleyball.

Bridgeport disputes the figures.

• A New York State Supreme Court Justice has ordered the State University of New York at Albany to temporarily hold off eliminating six programs in order to save money and so that its athletic program would be equitable in terms of gender.

Eight student-athletes had sued to stop the cuts. Among the programs to be cut were men's and women's tennis as well as wrestling. The university also planned to add women's varsity programs in field hockey and golf.

FLORIDA SCHOOLS AND COLLEGES DEVELOP ATHLETIC EQUITY PLANS

♦ In 1984, the Florida legislature passed a bill calling for equity in athletics in state-supported schools. Passed last year, the Florida Educational Equity Act amended the original law by stating that schools and colleges that do not submit and follow adequate gender-equity plans can lose state money. Progress reports are to be submitted every six months.

The legislature also set aside almost $700,000 to help universities achieve equity, but it is clear that it will take far more money than has been allocated. Florida is the only state to enact legislation to penalize schools that violate Title IX, the law that prohibits sex discrimination in educational institutions receiving federal funds.

The plans, submitted in July 1994, were to show how each institution would achieve gender equity within the next three years. The law covers 9 public universities, 26 community colleges and 840 secondary schools.

Plans for similar legislation have been introduced in Ohio, California, and Missouri.

Descriptions of what some Florida institutions are planning appear in an article in the *Chronicle of Higher Education*, August 10, 1994, by Debra E. Blum.

ST. MARY'S WOMEN OUTSAIL MEN

♦ St. Mary's top-rated intercollegiate sailing team is now one-half women. Female racers are no longer a rarity. Sailing is unique among organized sports in that men and women can compete together on the same team, compete against each other on opposite teams, or compete separately in single-sex events.

WOMEN APPOINTED AS ATHLETIC DIRECTOR AT UNIVERSITY OF MARYLAND

♦ Deborah Yow has been appointed to direct athletics at the University of Maryland, the first woman there to do so and the first woman in the Atlantic Coast Conference to hold such a position. She joins three other women who are athletic directors in Division I-A: Washington, Michigan State, and Northern Illinois. Among the 301 Division I schools, there are 12 female athletic directors.

Yow's five-year contract starts with an initial base of $130,000 and the use of two cars.

WOMEN'S SPORTS FOUNDATION

♦ The Women's Sports Foundation promotes sports and fitness for girls and women. It publishes a newsletter as well as other materials on women in sports. For more information and copy of a short fact-filled brochure *Fair Play? Facts You Should Know About Women's Sports and How You Can Help*, write the Foundation at Eisenhower Park, East Meadow, New York 11554-1000, 800-227-3988.

Reflections on ACE/NIP

As we approach the end of 1994 and edge just a bit closer to the culmination and, eventually, closure of the 20th century, it seems an apt time to reflect upon the progress ACE/NIP has made in recent years.

It was during the latter half of the 1960s that "The Women's Movement" resurfaced, bringing with it many of the elements that have characterized previous movements: marches and protests, challenges to the legal system, and much publicity. Debates raged, and out of those debates arose a new awareness of gender equity and equal opportunity, a focus on feminist studies, the identification of sexist language, and initiatives that began to address hostile environments in the classroom and workplace.

In higher education alone, significant strides have been made: awareness and sensitivity about gender issues have been raised; women have entered the ranks of senior administration in growing numbers; a majority of colleges have adopted affirmative action and sexual harassment policies; and across the country, young women are occupying an ever-increasing number of seats in undergraduate classroooms as well as in the laboratories and classrooms of the nation's business, medical, and law schools. Curriculum, too, increasingly reflects this growing awareness—women's studies courses appear more frequently in college catalogs, and the effects of a cross-curricular, gender-balanced curriculum movement are being observed at one institution after another.

During the past three decades, the intensity of the gender movement has ebbed and flowed. Although we have not yet achieved our ultimate goal, we are making notable progress toward that end. Change, however, never seems to occur fast enough.

As we continue to read the barometer of the movement, the Office of Women in Higher Education and the ACE/NIP Executive Board members have noted a resurgence of energy, a reaffirmation of our long-range goal, and a recommitment to achieveing true and total gender equity. With the rededication have come new metaphors and new frames of reference. For example:

- The role women must play in redefining war to include forms of violence (e.g., date rape) and discord (e.g., promotion and tenure policies) and in rethinking peace as a state of living in which conflict is settled by negotiation
- The need to include women in all dialogues and decisions about the economy and environment
- The need to help women effectively integrate their public and private lives, maintaining a balance between "a tough mind and a tender heart" and supporting other women in doing the same.

It is a combination of these metaphors and the resurgent vitality that has come to characterize our efforts that will advance the cause of gender equity toward the 21st century. OWHE and the ACE/NIP Executive Board extend a heartfelt thank you to all whose steadfast efforts have resulted in the incremental, and significant, steps taken toward our goal. In particular, we recognize the 50 State Coordinators and the members of their ACE/NIP programs for their individual and collective efforts to promote the advancement of women in higher education.

As 1995 approaches, it would appear that we are leaving an era and embarking upon a new phase of the movement. I am reminded of the words of an American dramatist who observed that "an era can be said to end when its basic illusions are exhausted." The illusions of the past—those that cast women as less than they are—are beginning to yield to the undaunted efforts of women and men in the academy who have proven them untrue. Having begun the task of dismantling the obstacles that historically loomed between women and their advancement in higher education, we can now embark on a new era—one in which women and men will come together in new contexts and in new forms of conversation, prepared to work together to make our colleges and univeristies, our country and our world, better places for all women and men.

Congratulations to all for what has been achieved. Be vigilant in continuing our work so that we can welcome the year 2000, confident that the legacy of our work in the 20th century will serve our daughters (and our sons) well.

Notes prepared by Dr. Carol A. Moore, Provost and Vice President for Academic Affairs, Mercy College, Dobbs Ferry, NY.

Vice President for Administrative Affairs

California State Polytechnic University, Pomona

California State Polytechnic University, Pomona, invites applications and nominations for the position of Vice President for Administrative Affairs.

The University: Cal Poly Pomona, a public university founded in 1938, is noted for its scenic and historic 1,400-acre campus, once the winter ranch of cereal magnate W. K. Kellogg. The campus is located 25 miles east of downtown Los Angeles in the Inland Valley, one of the fastest growing regions in the country with a population of 1.5 million people. The university's 17,000 (13,400 FTE's and 50% ethnic minorities) students are enrolled in 55 baccalaureate and 16 master's degree programs with approximately 900 full-time and part-time faculty.

The Position: Reporting directly to the President, the Vice President for Administrative Affairs, one of four senior executive officers on the President's Cabinet, is involved in the overall planning and management of the university and oversees an annual operating budget of over $120 million. The Vice President is responsible for directing the areas of budget management, capital planning, environmental health and safety, facilities management, financial services, personnel services, and procurement and support services.

Qualifications: The university is seeking candidates who have at least five years of successful executive-level experience, preferably in higher education. Candidates must have demonstrated ability to manage the financial and administrative operations of a complex and diverse organization, and demonstrated expertise to implement contemporary management of information systems. They must also have an effective and collaborative leadership style to manage organizational and technological change, and knowledge of new management approaches that encourage creativity, improve efficiency, and increase productivity through the development of an empowered workforce.

Other qualifications for the position include excellent interpersonal communication skills, the ability to work as a team with people of diverse backgrounds, and a high standard of professional integrity and ethics. Candidates must have a bachelor's degree from a four-year college or university in business administration or a related field. A maser's degree in business administration or a related field is preferred.

Applications: Review of applications and nominations will begin on December 5, 1994, and will continue until the position is filled. The university anticipates filling the position by July 1, 1995. Starting salary will be competitive and commensurate with qualifications and experience. The position include a broad, attractive benefits package. Letters of nomination invited. Submit letters of application, resume and three current references to:

Vice President for Administrative Affairs Search Committee
c/o Dr. Bob H. Suzuki, President
California State Polytechnic University, Pomona
3801 West Temple Avenue
Pomona, CA 91768-4020

California State Polytechnic University, Pomona, is an Equal Opportunity, Affirmative Action Employer, and is committed to fostering diversity in its student body, faculty and staff.

---

uvm The University of Vermont

ALANA STUDIES DIRECTOR

The University of Vermont seeks an individual for a tenured Associate or Full Professor position, with academic field open, to begin work in August 1995 as Director of ALANA (African American, Latin American, Asian American, Native American) Studies. The successful person will coordinate existing College and University course requirements in the area of Race and Ethnicity in America, teach and do research in this academic area, and lead in the development and implementation of a formal academic program in ALANA Studies. Although housed in the College of Arts and Sciences with the Director reporting to the Dean of the College, the proposed academic program will be university-wide, drawing faculty and students from UVM's nine schools and colleges. In addition, the Director will work with members of the community of Burlington.

The individual we seek must have teaching experience in ALANA studies although the terminal degree may be an academic discipline where teaching and scholarship in ALANA Studies constitute a subfield within the discipline. Prior administrative experience is preferred since the position is .50 FTE administrative. Since the position is also a tenured one at the Associate or Full Professor rank in an appropriate department, it is necessary for a candidate to have a record of excellence in teaching, scholarship, and research.

Nominations and applications should be submitted to Associate Dean James F. Lubker, Chair, ALANA Studies Search Committee, College of Arts and Sciences, University of Vermont, 300 Waterman Building, Burlington, Vermont 05405. Applications should include a cover letter, curriculum vitae, and three letters of reference. Reading of materials will begin November 1, 1994 and will continue until the position is filled.

UVM is an equal opportunity, affirmative action employer and strongly encourages applications from women and member of minority groups.

Statement of Ownership, Management and Circulation

1. *About Women on Campus* (007-913)
2. Date of Filing: November 9, 1994
3. Frequency: Four times a year
4. Office of publication: 1325 18th St. NW, Suite 210, Washington, DC 20036-6511
5. General office of publisher: 1325 18th St. NW, Suite 210, Washington, DC 20036-6511
6. Project Director: Dr. Patricia A. Farrant, American College Testing, P. O. Box 168, Iowa City, Iowa 52243

Editor: Dr. Bernice R. Sandler, NAWE, 1350 Connecticut Ave. NW, #350, Washington, DC 20036

Business Manager: Dr. Patricia Rueckel, National Association for Women in Education, 1325 18th St. NW, Suite 210, Washington, DC 20036-6511

7. Owner: National Association for Women in Education, 1325 18th St. NW, Suite 210, Washington, DC 20036-6511
8. Known bondholder, mortgages, and other security holders owning or holding one percent or more of total amount of bonds, mortgages,or other securities: None
9. The purpose, function, and nonprofit status of this organization has not changed during the preceding 12 months.
10. Extent and nature of circulation:

	Average number during preceding 12 mon.	Actual number of copies of single issues published nearest to filing date
A. Total copies printed	3,350	3,300
B. Mail subscriptions	2,800	2,649
C. Total paid circulation	2,800	2,649
D. Free distribution (samples)	100	100
E. Total distribution	2,900	2749
F. Copies not distributed	450	551
G. Total	3,350	3,300

I certify that the statements made by me above are correct and complete.

Patricia Rueckel, Business Manager

NORTHEAST MISSOURI STATE UNIVERSITY

THE UNIVERSITY: Northeast is Missouri's highly selective, public liberal arts and sciences university. A public ivy with over 6,200 students, Northeast has received national recognition for its institutional assessment program, comprehensive liberal arts and sciences core, competitive student body and excellent undergraduate and select graduate programs. Money ranked Northeast this year as the fifth best educational buy in the nation.

Faculty Opportunities for Fall 1995 Northeast seeks faculty for the following anticipated positions (tenure track unless noted otherwise) which are primarily being added to maintain a 16:1 student/faculty ratio or to replace retiring faculty. Applicants should desire to teach an intellectually challenging curriculum within a liberal arts and sciences university whose major focus is undergraduate education. Students have an ACT average over 25 and rank academically among the top of their high school classes. Northeast emphasizes high quality teaching, academic advising, and undergraduate research. Service is required on university-wide and division committees. A strong commitment to the recruitment, development, and welfare of students is essential. Academic excellence is required in both undergraduate and graduate study.

TO APPLY: Review of applications begins on December 15, 1994 (unless otherwise specified) and will continue until qualified candidates are hired. Applicants should submit a cover letter indicating the position applied for, a statement of teaching philosophy, undergraduate, and graduate transcripts, and three current letters of reference, to the contact person listed at Northeast Missouri State University, Kirksville, MO, 63501.

FINE ARTS DIVISION:

Assistant/Associate Professor of Music (Trombone/Music History): Responsibilities include teaching applied trombone, both graduate and undergraduate level music history, and undergraduate theory courses. Possibility of directing the brass choir. The successful candidate must be an active recitalist of solo and chamber ensemble literature and demonstrate continuing scholarship in the area of music history. DMA or Ph.D. in music preferred; ABD considered. Review begins Nov. 15, 1994. Contact Dr. David Nichols, (816) 785-4428.

Assistant/Associate Professor of Music (Cello/Music Theory or History): Responsibilities include teaching applied cello and doublebass, string methods, direct chamber ensemble, and either freshman theory and music appreciation or graduate and undergraduate music history. The successful candidate must be an active cello recitalist of solo and chamber ensemble literature and an effective classroom teacher. Doctorate preferred; Masters considered. Review begins Nov. 15, 1994. Contact Prof. Russell Guyver, (816) 785-4444.

Assistant Professor of Art (Art History): Responsibilities include teaching in the art history program. Preferred areas of expertise are Renaissance and Baroque. Experience in teaching some aspects of non-western art is desirable. Other teaching assignments include Introduction to the Visual Arts and Survey of Art History. Ph.D. in Art History preferred; ABD considered. Review begins Dec. 1, 1994. Contact Prof. Garry Gordon, (816) 785-4271.

Assistant Professor of Art (Graphic Design): Primary responsibilities involve teaching within the area of visual communications. Teaching assignments may include Typography, Corporate Identity Systems, Advertising Design, Publication Design, Graphic Design, or foundations courses. Must be skilled in using Macintosh computers and Quark Xpress, Pagemaker, Photoshop, and Adobe Illustrator software. Other responsibilities include supervision of the Fine Arts Division publications design studio. MFA in Graphic Design or related field required. Teaching and graphic design experience beyond graduate assistantship preferred. Review begins Dec. 1, 1994. Contact Prof. James Pauls, (816) 785-4437.

Assistant Professor of Art: Temporary one year position. Primary responsibilities involve teaching art foundation courses (drawing, design, Introduction to the Visual Arts, and/or Survey of Art History). MFA in studio art and active exhibition record required. Teaching experience beyond graduate assistantship preferred. Review begins Jan. 16, 1995. Contact Prof. James Jereb, (816) 785-7341.

HUMAN POTENTIAL AND PERFORMANCE DIVISION:

Assistant Professor of Exercise Science: Position available January 9, 1995. Ph.D. in Exercise Physiology with an emphasis in Sports Physiology or vice versa desired. Must be able to teach four of the following courses: Exercise Test and Prescription, Growth and Motor Development, Exercise Physiology, Advanced Exercise Physiology, Analysis and Interpretation of Data, Psychology of Sport, Sports Sociology, and Intro. to Health and Exercise Science. ABD candidates considered if targeted completion date is prior to August, 1995. Review begins Nov. 15, 1994. Contact Dr. Fontaine Piper, (816) 785-4456.

Assistant Professor of Exercise Science: Position available January 9, 1995. Ph.D. in Health with education and experience in Health Administration desired. Preference given to candidates with MHA and Ph.D. in Community Health, MS Community Health and Ph.D. in Health Administration, or MHA and Ph.D. in Health Administration. Must be able to teach the following courses: Intro. to Health Administration, Legal Aspects of Health Care, and Management of Personnel in Health Care Systems. Desired qualifications include CHES, an interest in promoting certification among undergraduates, and 2 years practical administrative experience. ABD candidates considered if targeted completion date is prior to August, 1995. Review begins Nov. 15, 1994. Contact Dr. Fontaine Piper, (816) 785-4456.

Assistant Professor of Exercise Science: Ph.D. in Biomechanics or Physical Therapy. Must be able to teach four of the following courses: Biomechanics of Sport; Kinesiology; Physiological Assessment; Scientific Foundations of Exercise Science, Microcomputer Applications, Physical Therapy Techniques, and Theory and Analysis and Interpretation of Data. Certified APTA and prior college teaching desirable. Interest in developing an undergraduate or graduate Physical Therapy Program. ABD candidates considered if targeted completion date is prior to April, 1996. Contact Dr. Fontaine Piper, (816) 785-4456.

Assistant Professor of Nursing: One tenure track and one temporary two-year position available January 9, 1995. Responsibilities include teaching classroom and clinical nursing courses in an NLN-accredited BSN program. Masters in Nursing required with specialty preparation in Community Health Nursing or Maternal-Child Nursing desirable; doctorate preferred. MSN in other specialty areas considered. Eligibility for Missouri RN licensure required. Review begins Nov. 15, 1994. Contact Dr. Connie Ayers, (816) 785-4557.

LANGUAGE AND LITERATURE DIVISION: Contact Dr. Edwin Carpenter, (816) 785-4481.

Assistant Professor of Communication: Requires a generalist who can teach journalism, advertising, and public speaking. Ph.D. preferred, MA required.

Assistant Professor of French: Specialization in translation, applied linguistics and/or stylistics desired. Ph.D. desired, will consider ABD.

Assistant Professor of Spanish: Specialization open; interest in Golden Age or Medieval literature preferred. Ph.D. desired, will consider ABD.

MATH AND COMPUTER SCIENCE DIVISION: Contact Dr. Eric Howard, Head, (816) 785-4547.

Assistant Professor of Computer Science: Responsibilities include teaching undergraduate computer science courses. Expertise in software engineering, data base theory, automata theory, operating systems, architecture, or programming languages preferred. Ph.D. in Computer Science desired, will consider ABD if targeted completion date is prior to August, 1995.

Assistant Professor of Mathematics Education: Responsibilities include teaching mathematics and mathematics education, supervising interns in the Master of Arts in Education program, research and service. Ph.D. or Ed.D. with a strong mathematics background desired. ABD candidates considered if targeted completion date is prior to August, 1995. Review starts Jan. 16, 1995.

Assistant Professor of Mathematics: Expertise in numerical analysis or computer science desired. Ph.D. in mathematics or mathematical statistics preferred. ABD candidates considered if targeted completion date is prior to August, 1995. Review starts Jan. 16, 1995.

Temporary Instructor of Mathematics: Teaching responsibilities may include elementary mathematics, basic statistics, and computer literacy, depending on abilities. At least a master's degree and teaching experience required. Review starts Jan. 16, 1995.

SCIENCE DIVISION: Ph.D. required, or have targeted completion date of August, 1995. Must have a strong commitment to teaching and development of research programs involving undergraduate and MS students. Applicants should also include a statement of research goals. Laboratory space and start-up funds will be provided. All positions involve teaching general biology courses to majors and non-majors on a rotational basis and the opportunity to teach advanced specialty courses.

Assistant Professor of Biology (Population Geneticist): Responsibilities include teaching Genetics and Evolutionary Biology. Review begins Nov. 11, 1994. Contact Dr. Michael Tannenbaum, (816) 785-4597.

Assistant Professor of Biology (Cell Biologist): Responsibilities include teaching Cell Biology. Review begins Nov. 11, 1994. Contact Dr. Michael Tannenbaum, (816) 785-4597.

Assistant Professor of Biology (Plant Systematics/Taxonomy): Responsibilities include teaching Plant Taxonomy, Local Flora and curation of a 20,000-specimen herbarium. Contact Dr. Jeffrey Osborn, (816) 785-4017.

SOCIAL SCIENCE DIVISION: Ph.D., strong liberal arts record, and demonstrated scholarship required and related experience desired. For all positions, contact Dr. James J. Lyons, (816) 785-4636.

Assistant Professor of Counseling: Primary responsibility is for the Masters degree program in counseling with an emphasis in School Counseling. Other key responsibilities include teaching graduate courses in the counseling core and in school counseling, supervising clinical experiences and thesis research.

Assistant Professor of History: Expertise in Classical Greece and/or Rome. Primary responsibilities include teaching classes in the world civilization core course, methods courses for majors, and an occasional graduate course. Expertise in women's history desirable.

Assistant Professor of Justice Systems: Teach courses in an undergraduate justice systems (criminal justice) program.

NMSU is an AA/EOE institution committed to cultural diversity and compliance with the Americans with Disabilities Act.

MISSOURI'S LIBERAL ARTS & SCIENCES UNIVERSITY

BEST COPY AVAILABLE

CALIFORNIA STATE UNIVERSITY, LONG BEACH

TENURE-TRACK FACULTY OPENINGS FOR 1995-96

College of the Arts
- Associate Dean, College of the Arts
- Art (Illustration)
- Art (Graphic Design)
- Design (Industrial Design)
- Music (Choral Studies)

College of Business Administration
- Accountancy (Auditing & Computer Applications)
- Finance, Real Estate, & Law (International Finance)
- Finance, Real Estate, & Law (Finance/Investments)
- Information Systems (Supervision of MBA Programs)
- Information Systems (Information Technology & Information Systems)
- Management/HRM, Human Resources Management/Industrial Relations)
- Management/HRM (Organization Theory/Organization Behavior)
- Management/HRM (Strategy/International Management

College of Education
- College of Education (Single Subject Coordinator)
- Educational Psychology & Administration (School Psychology)
- Teacher Education (Field Programs Coordinator)
- Teacher Education (Early Childhood Education)

College of Engineering
- Civil Engineering (Transportation Engineering)
- Computer Engineering & Computer Science (Distributed Computing, Distributed Databases, Computer Architecture or Parallel Processing)

College of Health & Human Services
- Center for Public Policy & Administration (Administrative Management Processes in Public Administration)
- Health Science (Health Education)
- Home Economics (Department Chair)
- Nursing (Medical/Surgical)
- Physical Education (Biomechanics)
- Recreation & Leisure Studies (Community Recreation & Leisure)

College of Liberal Arts
- Asian & Asian American Studies (Asian American Studies)
- Comparative Literature & Classics (Asian Literature)
- English (Creative Writing)
- English (English Education)
- Geography (Gender/Ethnic & Pacific Rim)
- International Studies (International Affairs)
- Political Science (Feminist Political Theory)
- Psychology (Experimental/Research Methods)
- Psychology (Industrial/Organizational)
- Romance, German, Russian Languages & Literature (Linguistics/Spanish)
- Speech Communication (Organization/Interpersonal)
- College of Liberal Arts Joint Appointment: Ethnic Studies & Social Sciences Departments

College of Natural Sciences & Mathematics
- Biological Sciences (Marine Microbiology)
- Biological Sciences (Wetlands Plant Ecology)
- Biological Sciences (Population Genetics)
- Biological Sciences (Comparative Animal Physiology)
- Geological Sciences (Stratigraphy/Sedimentology)
- Science Education

University Library & Learning Resources
- Business Librarian
- Ethnic/Multicultural Studies Librarian

All positions open until filled. Contact departments for detailed information. CSULB—1250 Bellflower Blvd., Long Beach CA 90840, (310) 985-4111.

In addition to meeting fully its obligations of nondiscrimination under federal and state law, CSULB is committed to creating a community in which a diverse population can live, and work, in an atmosphere of tolerance, civility, and respect for the rights and sensibilities of each individual, without regard to economic status, ethnic background, political views, sexual orientation, or other personal characteristics or beliefs.

AA/EEO/TITLE IX

CENTRAL WASHINGTON *University*

Vice President for Student Affairs

The Vice President is responsible for providing leadership and administrative direction to a comprehensive student affairs program which complements and supports the academic mission of the University and enriches the quality of student life.

Minimum Qualifications
- Doctoral Degree from an accredited institution.
- Six years of administrative experience in higher education.
- Six years of successful leadership in the delivery of student related services.
- A well articulated vision for student services based on student learning, personal, social, and cultural development.
- Demonstrated commitment and achievement showing leadership in diversity and gender issues.
- Successful management of a large budget.
- Outstanding professional contributions, such as, but not limited to: publications; teaching; presentations; community and public service; staff development.

Nominations must be received by January 6, 1995. Screening will begin on February 1, 1995 and continue until a suitable candidate is found.

Direct inquiries, nominations, and requests for application materials to:
Search Committee for Vice President for Student Affairs
Central Washington University
400 E. 8th Avenue
Ellensburg, WA 98926-7501
(509)963-1600 or (509)963-2111
FAX (509)963-3206 • VPSEARCH@CWU.EDU • AA/EOE/Title IX Institution

DEAN
Humanities & Social Sciences

Millersville University of Pennsylvania invites applications and nominations for the position of the Dean of the School of Humanities and Social Sciences. The University is highly regarded for offering quality instructional programs at a reasonable cost to its students, consistent with its strong commitment to diversity and teaching excellence.

RESPONSIBILITIES. The Dean provides academic and administrative leadership, direction, and support for the instructional/research/professional activities to the 145 faculty in the Departments of:

Art - Business Administration - Communication/Theatre - Economics - English - Foreign Languages - Geography - History - Music - Philosophy - Political Science - Social Work - Sociology/Anthropology

The Dean is directly responsible to the Provost and Vice President for Academic Affairs for the overall operations of the School.

QUALIFICATIONS. Candidates must possess an earned doctorate in one of the disciplines in the School of Humanities and Social Sciences. Also essential is a record of quality scholarship; teaching and service in higher education; and a commitment to faculty development, the liberal arts, and academic freedom. Candidates need to present a record of leadership which suggests likely success in academic administrative activities, such as planning, program development, advocacy for all the school's disciplines, and personnel and budget management in a public university setting. Candidates must be able to assume a University-wide perspective, work and communicate effectively with students, administrators and a public of diverse backgrounds, perspectives, and, at times, special needs. A capacity and willingness to listen, create consensus, solve problems, and assume responsibility are essential. The ability to function effectively in a team-oriented collective-bargaining environment is crucial.

NOMINATIONS AND APPLICATIONS. Applicants should include a letter detailing their qualifications for the position, a vitae, and the names, addresses, and telephone numbers of at least three professional references. Review of applications will begin on January 3, 1995 and continue until the position is filled. Nominations and applications should be sent to: Dr. Samuel E. Casselberry, Chairperson, Dean's Search Committee, Human Resources/NAWE, MILLERSVILLE UNIVERSITY, P.O. Box 1002, Millersville, PA 17551-0302.

An Affirmative Action/Equal Opportunity Employer

MILLERSVILLE UNIVERSITY

19A

Dean
College of Education
University of Oklahoma

The University of Oklahoma invites nominations and applications for the position of Professor and Dean of the College of Education. The University of Oklahoma is a comprehensive research university offering a wide variety of undergraduate and graduate programs and an extensive continuing education and public service program. Its 2,000 acre Norman campus houses 12 colleges with approximately 800 faculty which serve 21,500 students. In addition 8 medical and health-related colleges are located on the Health Sciences Center campuses in Oklahoma City and Tulsa.

The College of Education has three departments offering programs in more than fifteen areas at the undergraduate, masters, and doctoral level to approximately 1,500 students. The Department of Instructional Leadership and Academic Curriculum with 18 tenure-line faculty members, offers the majority of the teacher preparation programs at OU, with undergraduate, graduate specializations in early childhood, elementary, and secondary content areas. The Department of Educational Leadership and Policy Studies has 18 tenure-line faculty members and offers graduate programs in adult and higher education, educational administration, curriculum and supervision, and educational foundations. The Department of Educational Psychology, with 21 tenure-line faculty members, offers masters and doctoral level programs in instructional psychology and technology, counseling psychology and special education, and offers courses in the teacher education program.

At the undergraduate level, the College has recently redesigned its extended teacher education program and has received a very positive NCATE evaluation and accreditation. At the graduate level vigorous efforts have been undertaken to strengthen and redesign doctoral programs. The College faculty includes many new faculty with great potential who are early in their academic careers. This faculty is committed to a research agenda which is responsive to the diverse needs of a complex society.

THE DEAN'S POSITION:

The Deanship offers an exciting opportunity for someone interested in working with an accomplished faculty to enhance the national prominence of the College. The next phase of our development requires a dynamic dean with strong scholarly credential who can and will help us develop the funding, research and teaching potential of the faculty. Working with the faculty, members of the University of Oklahoma community, and state and school district personnel, the Dean will play an important role in furthering our contributions to education at the local, state, and national levels.

Position Available: July 1, 1995
Salary: The salary is competitive.

To submit nominations or request job description and qualifications, contact:
Richard A. Cosier, Dean
College of Business Administration
Chair, Education Dean Search Committee
307 W. Brooks, Room 207
Norman, OK 73019-0450
Telephone: 405/325-3611 Fax: 405/325-2096

The University of Oklahoma is an Equal Opportunity/ Affirmative Action Employer. Women and minorities are encouraged to apply.

UCSB
UNIVERSITY OF CALIFORNIA
SANTA BARBARA

DEAN OF STUDENTS

The University of California, Santa Barbara invites applications and nominations for the position of Dean of Students. The Dean of Students is responsible for the coordination, budget, organizational planning and policy direction for student life departments and services within the Division of Student Affairs. Departments include the Campus Activities Center, Conduct and Student Relations, the Multicultural Center, Orientation Programs, Storke Student Publications, and the Women's Center. The Dean provides professional staff and project support to the Vice Chancellor. The Dean provides leadership in achieving a diverse student body and in creating and maintaining a campus climate that supports multiculturalism and promotes the academic achievement and personal development of *all* students. Redefining the campus community to ensure the inclusion of people from all backgrounds is central to the mission of the Division.

As a member of the Vice Chancellor's Executive Group, the senior management team for the Division, the Dean of Students works to provide vision and direction in a constantly changing higher education environment and to articulate and analyze issues of divisional, campus and systemwide import.

The successful candidate will be working in a collaborative environment and must have a record of team-building, problem solving and organizational effectiveness. Must be able to build consensus and successfully orchestrate change and must be comfortable seeking out innovative approaches and creative structures to meet the challenges of a highly fluid environment. Must also have a demonstrated skill in written and spoken communication and the ability to develop good working relationships on and beyond the campus.

A doctoral or other terminal degree is preferred. Salary commensurate with qualifications and experience. Starting date on or before July 1, 1995. Applicants should submit a letter of interest and a current vita/ resume, including the names, addresses and telephone numbers of at least five professional references. For primary consideration, applications and nominations should be received not later than December 9, 1994. The position will remain open until filled. Please refer to job number 94-10-001 BO. Materials should be sent to: **Barbra Ortiz, Employment Analyst/Outreach Recruiter, Personnel Services, 3607 South Hall, University of California, Santa Barbara, CA 93106-3160.**

UC Santa Barbara is an Affirmative Action/Equal Opportunity employer committed to fostering diversity in its faculty, staff and student body and welcomes applications from minorities, women and persons with disabilities.

HOW TO ADVERTISE
IN JOBLINE AND ETCETERA

It's easy–and cost-effective–to advertise in the *About Women on Campus* Job Line and Etcetera.

Quarter page (3 1/2" x 5")	$150
Half page (3 1/2" x 9 1/2" or 7" x 5")	$200
Full page (7" x 9 1/2")	$300

We can accept camera-ready display ads or set type from your copy.

For more information or to reserve ad space, call 202/659-9330 or FAX 202/457-0946 or write: *About Women on Campus*

1325 18th Street NW, Suite 210
Washington, DC 20036-6511

☐ **YES** *I am concerned about women on campus and want to enter my subscription to* About Women on Campus.

Special introductory subscription rates:

Individual 1 year (four issues) $20
2 years (eight issues) $35

Institution 1 year (four issues) $28
2 years (eight issues) $50

***Foreign subscriptions*: Please add $7.00 per subscription to cover additional postage.**

***Discounts are available for bulk subscriptions* mailed to a single institutional address.**
Call 202-659-9330 (FAX 202-457-0946) for details.

Name _____

Title _____

Institution _____

Address _____

City/State/Zip _____

Send subscription form and check or institutional purchase order made payable to NAWE to:
***About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511**

☐ **AND** *I want to know more about the National Association for Women in Education, one of the nation's oldest national professional education associations.*

Send information about membership to the address I have provided above.

National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington DC 20036-6511

Second Class Postage
Paid at Washington DC

ERIC
GAIL MATHEWES
1301 PICCARD DR #300
ROCKVILLE MD 20850

HE

ABOUT WOMEN ON CAMPUS

VOLUME 4 NUMBER 2 ❖ SPRING 1995

WOMEN IN LAW SCHOOL RECEIVE LOWER GRADES THAN MEN

♦Two studies have discovered that women in law school who have credentials equal to those of men earn lower grades than the men. One study conducted by the Law School Admission Council, which administers the Law School Admission Test (LSAT), found that men with the same LSAT scores and undergraduate grades as women outperformed them. The study examined 6,000 male and female students at 90 law schools.

A similar study at the University of Pennsylvania Law School found the same pattern. Lani Guinier, a professor at the school whose nomination for assistant attorney general for civil rights was retracted by President Clinton, noted that male law students at the Pennsylvania school were three times as likely to be in the top ten percent of the class at the end of the first year, and twice as likely by graduation, although there were no significant differences in the entrance credentials of men and women.

In both studies, men with the same credentials outperformed women by the equivalent of one grade in one of eight courses in the first year. (A male equally qualified to a female student would receive, for example, seven Bs and one A; the woman would receive all Bs in the eight courses. Since a one-grade shortfall is enough to keep women out of the top ten percent, women are underrepresented at the top tier. They may therefore be less likely to serve on law review, to get important clerkships, and to obtain prestigious positions.

The pattern of law school grades is the reverse of what happens at the undergraduate level, where women earn slightly higher grades than men.

Guinier's data, published in "Becoming a Gentleman: Women's Experiences at One Ivy League Law School," in the *University of Pennsylvania Law Review*, reveal that the difference between men and women narrows in the second and third year, but remains large enough that at graduation women still lag behind men.

Her data further show that student performance correlated more closely with gender than with board scores or undergraduate grades. A number of law school critics have claimed that law school itself, with its emphasis on competition and what some have called "ritualized combat," is inhos-

CONTENTS

Women in Law School	1
Working in Academe and Elsewhere	2
From Around the Campus	5
Athletics	7
Athletes and Violence	10
Sexual Assault	11
Sexual Harassment	12
Resources	15
ACE/OWHE	18

pitable to many women students (and to some men as well). Studies show that women generally participate less than men in law school.

Another explanation might be the devaluation of women. A number of studies have shown that men and women alike give consistently higher rankings to materials (such as articles or pictures of art) which are attributed to men, and lower rankings to those attributed to women.

Postscript: *The Washington Post* recently quoted Bert Newborne, a professor at New York Law School, about how he goes out of his way to encourage women to speak: "I actually kept a journal on how long women and men spoke...and at the end of the year, women had spoken about 40 to 45 percent of the time. ...When I asked the men, they said the class was dominated by women, that it was completely unfair. They thought women were speaking about 80 percent of the time."

INFORMATION ON BEIJING CONFERENCE AVAILABLE ON E-MAIL

Documents and information about the Fourth World Conference on Women to be held in China in September 1995 will be available on e-mail. The UN Non-Governmental Liaison Services is opening a conference on PeaceNet and will post English-language documents. The tentative name of the conference is un.women.doc.eng; however, confirm the address with the Association for Progressive Communications, IGC, 18 de Boom Street, San Francisco, CA 94107.

WORKING IN ACADEME AND ELSEWHERE

SAVING YOUR PROGRAM FROM DOWNSIZING AND CUTS

♦ As budget woes increase, growing numbers of campus programs are being cut out or downsized; often the targeted programs are those predominantly staffed by or serving females. If you want to take steps to try to prevent this from happening to your program or to learn what to do if it happens, read "Risk Management and Program Survival," a concise description of specific actions that can be taken.

Although aimed at programs in communication sciences, the article is appropriate for any program. It describes a number of strategies for "preventive maintenance" and discusses how to coordinate your responses if the program is cut, including, for example, how to make it generally difficult both practically and politically for an institution to close down a program.

The article, written by Ann Smit and Nan Bernstein Ratner, can be obtained from the Council of Graduate Programs in Communication Sciences and Disorders, P.O. Box 26532, Minneapolis, MN 55426, Fax: 612 920-6098. Include $5 to cover shipping and handling. The paper was presented at the April 1994 meeting of the Council and also appears in its proceedings, "Changing Times: Challenges and Solutions."

TRAINING FOR SEARCH COMMITTEE REPS

♦ Kansas State University is developing a new program to train specific members of search committees to serve as affirmative action representatives. These individuals will be trained to recognize subtle bias in recruitment, references, advertisements, interviews, and reference checks. They will also learn about group processes in search committees and be able to lead small discussion groups for search committees or other groups.

In addition, they will be familiar with the rudiments of affirmative action, although it will not be their responsibility to replace the duties

ABOUT WOMEN ON CAMPUS

Women's Issues Project
National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington, DC 20036-6511

Project Director: Patricia A. Farrant
Editor: Bernice Resnick Sandler

The Women's Issues Project of the National Association for Women in Education publishes the quarterly newsletter *About Women on Campus* in cooperation with the Center for Women Policy Studies to provide information about programs, issues, and concerns of women students, faculty, and administrators. Association members receive *About Women on Campus* as part of their $75 membership fee. Individual subscriptions are $20 for one year and $35 for two years. Institutional subscriptions are $28 for one year and $50 for two years.

ISSN: 1061-768X

Application to mail 2nd class postage rate pending at Washington, DC. Postmaster: Send address change to *About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511.

Volume 4, Number 2, SPRING 1995

© 1995 by the National Association for Women in Education

The National Association for Women in Education is an independent nonprofit professional organization dedicated to the education and professional and personal development of women and girls. An important force in American education for more than 75 years, the Association is at a crossroads, serving new populations, expanding its services, and developing new and innovative programs to meet the ever-changing needs of women in education.

The National Association for Women in Education does not discriminate on the basis of race, color, national origin, religion, sex, age, affectional or sexual orientation, or disability in any of its policies, procedures, programs, or practices.

Published with support from the Marriott Corporation, Education Services.

BEST COPY AVAILABLE

of the affirmative action officer. The aim of the program is to enhance the process of recruitment and hiring through inclusion of a knowledgeable person on each search committee.

The affirmative action representatives are not limited to serving on search committees in their own departments, but are available to any search committee as appropriate. Representatives might also serve on promotion and tenure committees.

Initially submitted by the Faculty Women's Caucus, the proposal was recently approved. For further information, contact Margaret A. Neeley, Chair, Steering Committee of the Faculty Women's Caucus, College of Education, Kansas State University, 369 Bluemont Hall, 1100 Mid-Campus Drive, Manhattan, KS 66506-5312.

FIRST BLACK WOMAN NAMED TO PRESIDENCY AT SMITH

Ruth Simmons, the new president of Smith College, is the first Black president of a "Seven Sisters" school. Simmons, whose doctorate is from Harvard, has been provost at Spelman College and vice provost at Princeton.

FIRED MALE PROFS FILE DISCRIMINATION CHARGES

When St. Bonaventure University (NY) needed to downsize its faculty in order to respond to a budget crisis, President Robert J. Wickenheiser stated that he would not let women go, whether tenured or not, because doing so would have left the school with only 19 women faculty members.

The 22 fired professors are all men, all with tenure. Eleven of the 22 have filed charges with the U.S. Equal Employment Opportunity Commission, charging discrimination. The American Association of University Professors is reviewing the firing, noting that generally nontenured faculty are laid off before tenured faculty.

Wickenheiser defended his action, stating that "It would have been unconscionable to let the number of women drop further."

COURT TURNS DOWN SUIT BY MALE FACULTY PROTESTING SALARY INCREASES FOR WOMEN

When Virginia Commonwealth University found in 1991 that the salary gap between men and women faculty was $1,982, the governing board authorized a special budget allocation, separate from regular faculty increases. After individualized reviews of each case, the school gave 172 women faculty raises.

Five male faculty members sued the university, claiming violations of the Equal Pay Act and Title VII of the Civil Rights Act, both of which prohibit discrimination in salaries.

Judge Richard Williams disagreed and ruled that the one-time special adjustment did not harm the interests of the male faculty, noting that the program was narrowly tailored. The American Association of University Professors filed a friend- of-the-court brief, supporting the university.

The case has been appealed, with the men claiming, among other things, that the university's statistical analysis wrongly assumed that as a general matter, men and women faculty performed equally well.

SURPRISE!: SURVEY SHOWS MOST FACULTY ARE WHITE MALES

A survey of over 526,000 full-time faculty members at 873 private and public colleges reports that 67.5 percent of faculty are men. Within each race, the number of men exceeds that of women. The percentages for each group are as follows:

Men		Women	
White	58.9%	27.9%	White
Black	2.6%	2.3%	Black
Asian	4.0%	1.3%	Asian
Hispanic	1.7%	0.8%	Hispanic
Native American	0.3%	0.2%	Native American

White men held 75.7 percent of the full professorships, white women only 14.3 percent. Over the years, studies of faculty have repeatedly confirmed that the higher the rank, the fewer the women. Women outnumbered men at only one rank: lecturer. Nearly 64 percent of the full-time lecturers were women.

The figures were reported in a Department of Education report, "Faculty and Instructional Staff: What Are They and What Do They Do?"

WOMEN FACULTY: GO HOME!

♦ Twenty-five percent of the 1994 first-year students believe that "The activities of married women are best confined to the home and family." The statement was part of the annual survey of first-year students conducted by the Higher Education Research Institute at the University of California at Los Angeles.

Over 30 percent of male students and 20 percent of women students agreed with the statement; these percentages have remained fairly consistent over time. When we first reported the response to this statement, we raised the question (and do so again) as to what the implications are for married women faculty when large numbers of students feel that their very presence in the classroom is inappropriate.

The data appear in "The American Freshman: National Norms for Fall 1994," Higher Education Research Institute, 3005 Moore Hall, UCLA Graduate School of Education and Information Services, 405 Hilgard Avenue, Los Angeles 90024-1521.

DATA BIT: WOMEN STILL WORK MORE AT HOME THAN MEN

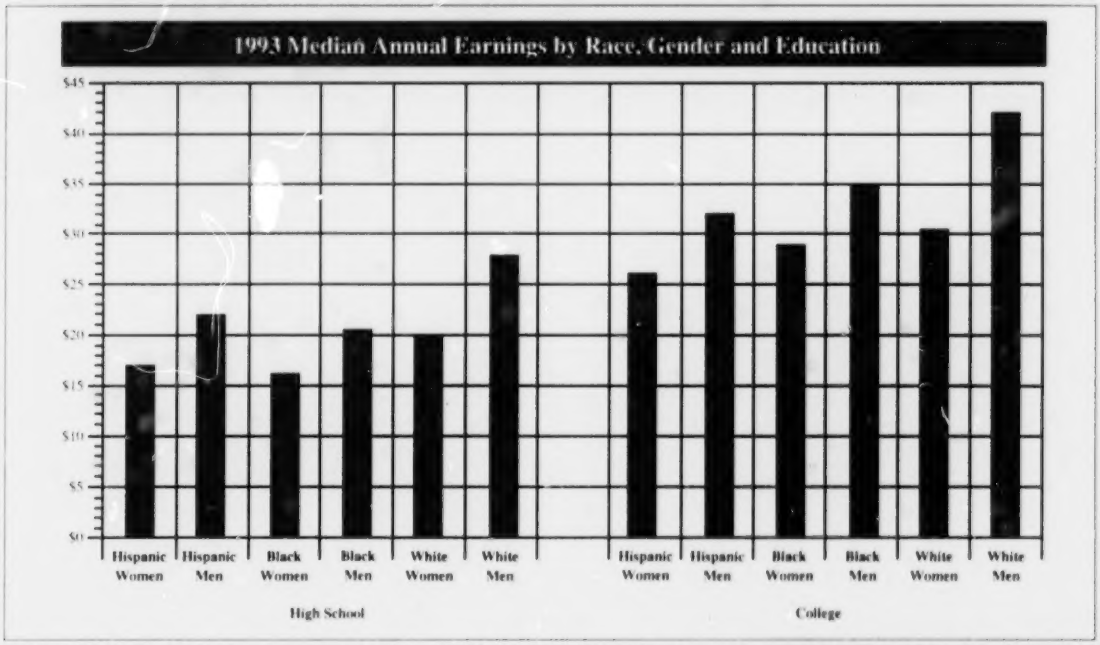
♦ Women, whether they work for pay or not, spend an average of 32.3 hours on housework a week, not including childcare. Men spend an average of 8.7 hours per week. This information comes from University of Akron sociologist Patricia Ulbrich, who analyzed data from a national survey of 1,246 couples.

COLLEGE WOMEN STILL EARN LESS

♦ If you're a white male, your college degree is worth $11,667 more in annual income than the degree of college-educated women. And if you're a college-educated woman, you'll earn only $2,717 more per year than men who have never taken a college course.

College-educated Hispanic women earn $15,984 less per year than white male high school graduates. College-educated Black women earn $12,873 less than white male high school graduates.

Who earns the most? White males, then Black males, then Hispanic males. Next come white women, Black women, and last, Hispanic women. The data were reported by the National Committee on Pay Equity, 1126 Sixteenth Street, NW, Suite 411, Washington, DC 20036.



FROM AROUND THE CAMPUS

APPEALS COURT UPHOLDS VIRGINIA MILITARY INSTITUTE AS ALL-MALE SCHOOL

♦In January 1995, a federal appeals court upheld the constitutionality of Virginia Military Institute's plan to establish a military-style program for women at Mary Baldwin College. The 2-1 decision allows VMI, a state-supported institution, to remain all male. The Department of Justice had brought suit against VMI on behalf of an unidentified woman who said she had been prohibited from attending because of her sex.

Mary Baldwin, a private women's college, will begin the program in September 1995. The court stated that the "leadership" program at Mary Baldwin did not have to be identical to that of VMI and would afford "substantially comparable" opportunities.

The Department of Justice was considering appealing the decision.

In light of this decision, The Citadel (SC), the only other all-male, state-supported school, asked the Fourth U.S. Circuit Court of Appeals to uphold its all-male admissions policy. The Citadel has been involved in litigation since 1993, when Sharon Faulkner was rejected after the school had admitted her and found out subsequently that she was female. A federal judge ruled that the school must admit her to the corps of cadets, but she has not been allowed to do so while the case is under appeal, although she is allowed to attend classes. (See *About Women on Campus*, Winter 1995.)

WOMEN RHODES SCHOLARS OUTNUMBER MEN

♦For the third year in a row, more women than men were named Rhodes Scholars. Eighteen women and 14 men will receive scholarships to attend Oxford University. Last year, there were 17 women scholars, and 16 the year before that.

The prestigious scholarships, established in 1902 by the estate of British philanthropist and South African colonist Cecil Rhodes, did not allow women to compete until 1976. The criteria include high academic achievement, integrity, leadership, and athletic ability.

GROWTH IN NUMBER OF DOCTORAL RECIPIENTS LED BY WOMEN

♦Most of the growth in the number of doctorates granted between 1987 and 1992 was fueled by the increase in foreign nationals studying in the United States on temporary visas. However, between 1992 and 1993, the increase was primarily in U.S. women and U.S. minority students.

The increase in women doctorates continues a consistent trend that began over twenty years ago. In the mid-1990s, women earned 44 percent of doctorates, compared to 19 percent in 1973. During 1973-89, the number of doctorates awarded to U.S. men dropped. Between 1989 and 1993, the number of women awarded PhDs increased by 20 percent, while men PhDs increased by only 2 percent.

The number of doctorates awarded to Black U.S. citizens increased by 15 percent, after a drop the year before. Much of the growth in Black recipients is the result of increases in the number of Black women earning doctorates, up by 31 percent between 1983 and 1993.

The data were reported in "Selected Data on Science and Engineering Doctorate Awards: 1993" from the National Science Foundation. Contact author Susan Hill at 703-306-1774, ext. 6915; e-mail: sthill@nsf.gov. Additional data can be obtained from the National Research Council, in Prepublication Tables: Summary Report 1993. Call NRC at 202-334-3161.

DATA BIT: FOREIGN WOMEN STUDENTS INCREASE

♦Although men outnumber women among foreign students studying in the United States, the proportion of women foreign students has been growing, reaching 38 percent in 1993-94.

Source: "Open Doors: 1993-94," Institute of International Education, 809 United Nations Plaza, New York, NY 10017-3580.

THE EDUCATIONALLY AMBITIOUS CHICANA STUDENT: WHAT IS SHE LIKE?

♦To find out, read "Educationally Ambitious Chicanas" by Patricia Gandara and Leiani Osugi, which examines the experiences of educationally ambitious Mexican

American women across two generations. The first generation included 20 women who earned an MD, JD, or PhD degree from the 1970s to the early 1980s. The second group included women who completed the same degrees during the late 1980s to the early 1990s. Thirty male Mexican American subjects were also included in the study.

Almost all came from families who were exceptionally supportive of their goals. Across both generations, disproportionate numbers of women attended integrated schools and had extensive contact with nonminority peers. The older women were more likely to attribute their success to the help and support of others. The younger cohort was more likely to find the source of their achievements within themselves or to consider them a manifestation of their desire to "set an example" or be "socially responsible."

Women also had less mentoring than the males during their precollege years. Among the 40 women, not one had a degree in engineering, physical science, mathematics; among the physicians, there were no surgeons; these women were attracted to the fields that typically attract many women.

The 29-page article was published in the National Education Association's journal, *Thought and Action*, Fall 1994. In the same issue, "Promoting Diversity on Campus: Thought to Action" discusses why there are so few women faculty and administrators in higher education. It identifies several common pitfalls in both hiring and career development and concludes with strategies for faculty and administrators to increase the participation of minority and female faculty members.

RESIDENCY DOESN'T COUNT IF YOU STAY AT HOME WITH KIDS

♦If you move to Oregon for a reason other than to attend college, (such as for a new job) you can become a resident and receive a $7,000 break on tuition at the University of Oregon. But if you moved to Eugene (where the university is located) because it was a safe area and a good place to raise children, it doesn't make you a resident. Child-rearing doesn't count as a paid job would.

Three single mothers have joined together, and with the help of the American Civil Liberties Union, are challenging the residency criteria that prevents them from becoming eligible for the tuition break. They contend that moving for child rearing should be viewed the same as moving for a paid job, claiming that their primary occupation is not attending college but raising their children.

TEXAS WOMEN'S UNIVERSITY TO ADMIT MEN ON EQUAL BASIS

♦Although Texas Women's University won't change its name, it will no longer restrict male students to its undergraduate and graduate health science programs. The university's regents voted to admit men to all undergraduate programs after the college's policy was challenged by a 35-year-old male student who was allowed to take classes toward a nursing degree but could not earn a second degree in biology.

The 91-year old school has 10,000 students, of whom just under 900 are men, mostly undergraduates. Title IX of the Education Amendments Act of 1972 prohibits sex discrimination in educational institutions but includes an exemption for public, single sex institutions. Two constitutional challenges to single-sex publicly funded male colleges (The Citadel and Virginia Military Institute) are currently pending.

The only other publicly funded women's institution, Mississippi University for Women, has allowed men to attend without restrictions since 1982. It too did not change its name, and most of its students are still women.

Students protested the regents' vote to admit men without restrictions, and at one point, occupied the admissions office.

FIRST-YEAR WOMEN MORE INTERESTED IN MEDICINE THAN MEN

♦First-year women students outnumber men in their expectation to take predental, premedical, and preveterinary courses: 4.9 percent of the women compared to 3.4 percent of the men.

The data are from the annual survey of first-year students reported in "The American Fresh-

man: National Norms for Fall 1994," which can be obtained from the Higher Education Research Institute, 3005 Moore Hall, UCLA Graduate School of Education and Information Services, 405 Hilgard Avenue, Los Angeles, CA 90024-1521.

RESOURCE: NOT JUST FOR STUDENTS: DIRECTORY OF FINANCIAL AIDS FOR WOMEN

♦ The 1995-97 edition of the *Directory of Financial Aids for Women* contains more than 1,500 listings of funding opportunities specifically for women for study, research, travel, trajning, career development, or innovative effort. Scholarships, fellowships, grants, loans, awards, and internships are included. Some grants are for women's organizations or organizations with a program focusing on women.

Entries include information about the program, sponsoring organization, telephone number, fax and e-mail addresses, purpose, eligibility, remuneration, duration, special features, limitations, number of awards, and deadline dates. Other sources of information about financial aid are also listed.

Written by Gail Ann Schlachter and issued biennially, the 498-page book costs $45 plus $4 for shipping. Send check to Reference Service Press, 1100 Industrial Road, Suite 9, San Carlos, CA 94070.

RESOURCE: A GAME TO HELP DISCUSSIONS ABOUT SEXUALITY

♦ "Sexual Etiquette: A Game of Manners" is a new game to encourage men and women to understand and empathize with each other about a number of issues regarding sexuality.

The game has 420 cards with questions about relevant sexual issues, such as "You have recently met someone whom you really like and have gone out on several dates. You have genital herpes. At what point, if at all, would you tell this person about your condition?"

The players give opinions or solutions and are scored by each other. If a player believes an answer is sex-biased, that player can challenge the answer and give the person a "role play" card. The person must then explain how he or she would handle the situation if of the opposite gender.

The questions cover a wide range of issues such as extramarital affairs, abortion, mastectomy, and impotence, and use explicit language addressing many aspects of sexuality. Two or more players (including a whole roomful of people) can play; the rules are flexible and there are no "right" answers.

Created by psychologist Robert Smith, the game can also be used by families with older teenagers to explore and clarify values. For information about the game, which costs $24.95, call Smith-Carrol Games, Inc. in Baltimore at 410-244-8147.

ATHLETICS

COACHES GEAR UP TO CHANGE TITLE IX'S COVERAGE OF ATHLETICS

• The College Football Association and the American Football Coaches Association are pressing the Congress to reinterpret Title IX of the Education Amendments of 1972, which prohibits discrimination, including in athletics, in educational institutions receiving federal aid. Members of the CFA met with 19 Senators in October 1994.

Football coaches want Title IX interpreted so that football would be considered separately from other sports. They have tried to exempt football from Title IX numerous times since its passage. Here's why. One way institutions can comply with Title IX is through proportional participation: the ratio of male and female athletic participants is equal to their proportion in the undergraduate student body. But the large number of opportunities for men in football is typically not balanced by other opportunities for women. If football were exempted, institutions would be able to claim "equity" for men and women athletes even though there would be fewer opportunities for women athletes.

• The president of the National Wrestling Coaches Association wrote to each member of the Congress in October 1994, about cuts in men's non-revenue-producing

Congress Mandates New Reporting Rules For Intercollegiate Athletic Programs

The Equity in Athletics Disclosure Act requires coeducational colleges and universities that have intercollegiate athletic programs and participate in the federal student aid program to prepare annual reports of gender-related information about their athletic programs. Among the information required:

- For each varsity team:
  - Total number of participants on day of first scheduled contest
  - Operating expenses
  - Whether the head coach is male or female, and full time or part time
  - Number of assistant coaches by gender and whether full time or part time
- Number of full-time male and female undergraduates
- Amount of money spent on athletic scholarships, including the ratio of athletic scholarships awarded to male and female athletes
- Recruiting expenditures for male and female teams
- Revenues generated by all men's teams and all women's teams
- Average annual institutional salaries for head coaches and assistant coaches of men's teams and women's teams.

The first report is due October 1996. Institutions must make the reports available to students and potential students upon request and to the public and are also required to inform students of their right to request the report. The Secretary of Education is required to publish implementing regulations within 180 days of the legislation's enactment. (Data must be published even if the Secretary has not published the regulations.)

The information should make it easier for institutions and their students to evaluate fairness in athletics.

sports, such as wrestling, because of the need to comply with Title IX. (See explanation below.)

• A number of groups representing coaches in wrestling, men's swimming, and men's gymnastics met with the Secretary of Education and the head of the Office for Civil Rights (which enforces Title IX) requesting a change in the way Title IX is being interpreted. They are concerned that colleges which can't afford to add women's teams cut men's teams as a way of expanding opportunities for women. According to the *Chronicle of Higher Education*, many coaches want OCR to adopt an explicit statement that cutting men's sports is not an acceptable way to comply with Title IX.

• U.S. Senator John Breaux (D-LA) and 22 other Senators sent a letter to the Department of Education denouncing OCR's attempts to enforce Title IX in athletics.

The issue arises now in part because courts have been ruling that men's sports can be cut in order to give women more equal opportunities. In the most recent decision, the U.S. Supreme Court refused in January 1995 to review a lower court decision that allowed the University of Illinois to drop a men's varsity swimming team while keeping the same sport for women. The appeals panel had also stated that considering gender when cutting sports was not unconstitutional as long as the decision was intended to remedy discrimination.

Donna Lopiano, executive director of the Women's Sports Foundation, said that the issue was not Title IX but the sacred cow of football and the unwillingness of institutions to cut football expenses. She stated that, "If the NCAA were to cut the number of football scholarships from 85 to 60 it would give every Division I school the ability to comply [with Title IX] tomorrow."

For further information, see the January 26, 1995 article in the *Chronicle of Higher Education*.

Where does your college president stand on these issues? Would your president be willing to make a public statement supporting the current status of Title IX? Would your president write a letter to the Secretary of Education and to your state's Representatives and Senators in Congress supporting Title IX and urging that its athletic provisions do not exempt football? Are there campus groups that can do the same?

MASSACHUSETTS LEGISLATURE ASKED TO APPROPRIATE MONEY FOR WOMEN'S ATHLETICS

♦Governor William F. Weld has asked the state legislature for $7.4 million in order to improve athletic facilities for women students at four campuses of the University of Massachusetts. The funds are needed to insure that the university is in compliance with Title IX of the Education Amendments of 1972.

RESOURCE: GENDER EQUITY IN ATHLETICS AND TITLE IX

♦Looking for a clear overall summary, with specifics, about how gender equity in athletics is determined under Title IX? (Title IX is the law which prohibits sex discrimination, including athletics, in educational institutions which receiving federal aid.) The fall issue of *Synthesis* is the place to look. It summarizes what Title IX requires, what to expect from a Department of Education investigation, and what Title IX and athletics look like from the plaintiff's point of view. The issue also explains a number of issues, such as cutting men's teams, defining the number of participants, and proportionality requirements, and cites case law and regulations to illustrate what the current state of the law is. It also includes a checklist for institutions.

For information about *Synthesis*, contact P.O. Box 15898, Asheville, NC 28813-0898, 704-277-8777.

COMING UP: POLE VAULTING FOR WOMEN

♦Although no college includes pole vaulting for women in its track and field programs, the sport is taking off for women in high school. In December 1994, Oregon became the first state to approve pole vaulting for girls as a standard event in high school programs. California is expected to do the same shortly.

Thirteen other states have indicated that they would permit high school girls who wanted to pole vault to join in the boys' events. Colleges, get ready.

WOMEN WRESTLERS? YES!

♦While we don't know if there are any women on college wrestling teams, there are some at the high school level. A few teams in the Philadelphia area, for example, include girls, although this is still a rarity.

In December 1994, a 112-pound girl wrestler on the Kennedy-Kenrick High School team was kicked off the team when the coach was told the Catholic league prohibited girls from wrestling. Angel Vandergriff, who has pinned boys many times, had been asked to join the team by boys in order to fill the weight class. Her father planned to consult an attorney.

Will Angel want to try out for the wrestling team when she goes to college?

RESOURCE: WOMEN'S SPORTS FOUNDATION

♦The Women's Sports Foundation, which promotes sports and fitness for girls and women, publishes a newsletter and other materials on women in sports. Its short fact-filled brochure *Fair Play? Facts You Should Know About Women's Sports and How You Can Help*, includes information such as the following:

- Less than 33 percent of collegiate athletic scholarships are awarded to women athletes; male athletes receive more than 179 percent more in scholarship dollars every year.
- Less than 24 percent of sport operating budgets are allocated to women's sports.

For more information or a copy of the brochure, write the Foundation at Eisenhower Park, East Meadow, NY 11554-1000.

HOW TO ADVERTISE
IN JOBLINE AND ETCETERA

It's easy–and cost-effective–to advertise in the *About Women on Campus* Job Line and Etcetera.

Quarter page (3 1/2" x 5")	$150
Half page (3 1/2" x 9 1/2" or 7" x 5")	$200
Full page (7" x 9 1/2")	$300

We can accept camera-ready display ads or set type from your copy.

For more information or to reserve ad space, call 202/659-9330 or FAX 202/457-0946 or write: *About Women on Campus*
1325 18th Street NW, Suite 210
Washington, DC 20036-6511

ATHLETES AND VIOLENCE

MALE VARSITY ATHLETES MORE LIKELY TO BE INVOLVED IN SEXUAL ASSAULT THAN OTHERS

♦ After studying twenty schools with highly rated Division I football and basketball teams and ten other institutions, three authors have concluded that athletes "appear to be disproportionately involved in incidents of sexual assault on college campuses."

Though they are only 3.7 percent of male students at the twenty schools, male athletes were named in 5.3 percent of the sexual assaults reported to campus police at these institutions in academic year 1992-93. In the other ten institutions studied, from 1991-93, male athletes, who were only 3.3 per cent of the student body, were named in 19 percent of the sexual assault incidents reported to judicial affairs offices. A total of 107 sexual assault incidents were reported. And though they are only 30 percent of the student athletes, basketball and football players were responsible for 67 percent of the reported assaults involving athletes.

The study confirms other reports about athletes and sexual violence. The actual incidence may be higher, since most campus sexual assaults are not reported.

The authors, Todd W. Crosset and Mark A. McDonald, professors at the University of Massachusetts at Amherst, and Jeffrey R. Benedict, a graduate student at Northeastern University, call for more research, specifically studies involving contact vs. noncontact sports, the relationship of the coaching staff to the team, and the specific conditions under which women report sexual assault by athletes.

Similarly, a *Washington Post* review found 85 college football athletes who were reported to the police for violent behavior toward women since January 1, 1989. Since most cases are not reported, the actual number of incidents is assumed to be much higher.

Note: Several schools, such as Cornell University, require mandatory sessions in rape awareness for varsity athletes. Within weeks after O. J. Simpson was charged with murdering his ex-wife, the National Football League sent counselors to its 28 training camps to discuss domestic violence.

NCAA OFFERS PREVENTION MATERIALS ABOUT SEXUAL ASSAULT

♦ For the first time, the National Collegiate Athletic Association is offering university athletic departments materials on sexual assault and on teaching "safe dating" to student athletes. The program is part of NCAA's new Life Skills personal development program, which was tested in fall 1994.

However, the way in which the materials portray women and the issue of assault may be problematic. Tom Jackson, a researcher and rape counselor at the University of Arkansas who developed the program, wrote that some women may try to "gain wider popularity and acceptance for having slept with student-athletes...and some may even be out to 'trap' up-and-coming superstars." Jackson also wrote that student-athletes are at increased risk for accusations of gender violence because they are often viewed as heroes and role models.

Emily Ward, an NCAA training coordinator, stated in an interview with the *Washington Post*, "We have student-athletes who are perpetrators and who are rapists. But it is an embarrassing reality that there are also women out there who will take advantage of an 18-19-20-year-old male athlete. It's usually financially motivated. And that can lead to accusations of rape."

SETON HALL NIXES HIGH SCHOOL ATHLETE INVOLVED IN SEXUAL ABUSE

♦ Seton Hall (NJ) rejected admission of high school basketball player Richard Parker, after he pleaded guilty to a felony charge of first-degree sexual assault.

Parker, who is one of the 50 top-ranked high school basketball players, had been recruited by the school and, in November 1994, had signed a letter of intent to attend Seton Hall. He pleaded guilty in an incident that involved him, another male, and a female student at Manhattan Center High School in New York City.

Parker had been assured by the athletic department that the admin-

istration was backing his admission despite his guilty plea. But Father Thomas R. Peterson, president and chancellor of Seton Hall, made a different decision after meeting with his executive cabinet and talking with athletic administrators.

Father Peterson stated:

To say to our women students that we're going to take someone in who has committed this terrible crime on a teenager and let him become a role model and an ambassador of the university by reason of his traveling around, all the wrong messages would have been sent.

Parker was expected to be sentenced in March to five years of probation. Whether other Division I schools will pick up on Parker's admission is not known.

WEST POINT: ZERO TOLERANCE FOR ATHLETES WHO HARASS

♦ When male and female cadets at a pep rally ran through groups of male athletes, giving high fives and back slaps, something else happened. Four female cadets subsequently complained that their breasts had been groped by the players. West Point Superintendent Lt. General Howard D. Graves disclosed the incident and ordered an immediate investigation which included interviews with 51 women and more than 500 men who had participated in the "spirit run." (Among the cadets, there are 471 females and 3,568 males.) Ultimately, 18 women stated that they had been touched inappropriately; three of them described the touch as accidental, 15 as deliberate sexual harassment.

Although the women couldn't identify the offenders, some members of the football team reported that their teammates joked and laughed about the incident shortly afterwards in the locker room. Subsequently, three football players were given 35 demerits, 90 days restriction to the West Point grounds, and 80 hours of walking punishment. Two of the men were suspended for the rest of the season. (The third had not played on the varsity team this season.) Charges were dropped against two other players because of insufficient evidence.

Subsequently, all cadets have been involved in class discussions about the incident .

MALE COACH PUNCHES FEMALE PLAYER

♦ Louie Nelson, a former NBA player, was fired as coach of Los Angeles Harbor College women's basketball team after his star guard alleged that he had punched her in the face. Apparently Nelson and the student had words after he refused to break up a fight between two other players. The blow knocked her to the ground. Nelson denies the charges.

Nelson had been suspended once before, in 1989, after a similar allegation by a male high school basketball player who was knocked unconscious during a locker-room scuffle.

SEXUAL ASSAULT

CRIME ON CAMPUS

• Heavy-drinking fraternity members are three times more likely to become perpetrators than are their equally heavy-drinking fellow male students.

• Residence halls are the most frequent site of campus crime; fraternity houses are the scene of student crime to a degree that is disproportionate to the number of students using them.

The data are reported in *Campus Security: A First Look at Promising Practices*. Part One, which could be used as a checklist, briefly outlines 11 topic areas relevant in evaluating campus security systems, such as a dissemination plan, victims' assistance programs, special considerations for residence halls, and special attention to more volatile areas (substance abuse, bias-related violence, sexual assault, Greek organizations, and athletes). Using the same outline, Part Two describes nearly 70 exemplary practices in a wide range of institutions.

The 45-page booklet, written by Connie J. Kirkland and Dorothy Siegel, is published by the Office of Educational Research and Improvement of the U.S. Department of Education. Send $2.25 to the Superintendent of Documents, P.O. Box 371954, Pittsburgh, PA 15250-7954. GPO Stock number is 065-000-00681-2.

FRAT MEN TEACH EACH OTHER HOW TO STOP VIOLENCE

♦ West Chester University (PA) has developed an unusual three-credit seminar for fraternity members, with the goal of getting young men to teach other young men how to stop violence against women.

The Fraternity Violence Education Project is a year-long seminar run by peer facilitators and limited to 12 men. The fall semester consists of classes; in the spring semester, students work outside the classroom, running programs in fraternities, residence halls, and classes.

For further information, contact Deborah Mahlstedt, who developed the program in order to involve men, at West Chester University of Pennsylvania, West Chester, PA 19383.

TWO RUTGERS STUDENTS ACCUSED IN SEXUAL ASSAULT

♦ The son of a Rutgers assistant football coach was charged with aggravated assault for sexually attacking a female friend who was asleep in her apartment. Another male friend watched. The two men had been drinking and had attended several parties that evening with the woman.

Initially held on $75,000 and $50,000 bail, the men face up to 20 years in prison if convicted.

NEW ELECTRONIC SEXUAL ASSAULT DISCUSSION GROUP

♦ In our last issue, we described the Coalition of Campus Organizations Addressing Rape which works on campus sexual assault and harassment issues. CCOAR is now sponsoring a moderated discussion list for activists, educators, and researchers working against rape. Subscribers need not be members of CCOAR or be working specifically on a campus.

The list is an alternative to unmoderated discussions that have sometimes been used as a forum for fraternity rush pranks or have degenerated into unproductive debates about victim-blaming or the existence of rape. The list will not post material that promotes sexism, classism, racism, anti-semitism, ageism, sizism, ableism, or homophobia/heterosexism.

Conference announcements, action announcements, job listings, and discussions of rape education, activism, or research are all appropriate topics.

All subscribers must be approved by the listowners. Send subscription requests to: eribet@orion.oac.uci.edu or to u54232@uicvm.uic.edu. In the subject heading, write "subscription" and include name, e-mail address, 4-8-letter password. Subscribers should also specify if they want to receive the list in digest form, which is a compilation of the day's messages in one posting.

SEXUAL HARASSMENT

IS HARASSMENT OF SOMEONE OF THE SAME GENDER ILLEGAL?

♦ The courts are giving conflicting rulings on this issue under Title VII of the Civil Rights Act, the law which prohibits discrimination in employment, including sexual harassment.

A federal judge in Maryland turned down a claim of a male who charged that his boss, another male, had made unwelcome sexual advances. The judge wrote that because the supervisor allegedly harassed men and women equally, it did not violate the law. The employee plans to appeal. Several other federal courts have ruled the opposite: that same-sex discrimination violates Title VII. Because of the differences among the lower courts, the issue may eventually end up being decided by the U.S. Supreme Court.

At the same time that courts are grappling with this issue, the Office for Civil Rights at the U.S. Department of Education is also examining how Title IX applies to the issue of same-gender harassment. Although apparently there are no Title IX court cases dealing with this issue, OCR does look at rulings under Title VII. As yet, there has been no word from OCR as to how they will handle such complaints. [Note: Institutions can prohibit same-sex discrimination if they want to; they can have stricter rules than what the law requires.]

PROBLEM: MALE STUDENTS OGLING AND HARASSING WOMEN IN AEROBICS CLASS

♦When Foothill College (CA) responded badly to women's complaints about male students who leered at and made derogatory comments about women participating in an aerobics class, a student filed a formal charge with the Office for Civil Rights of the Department of Education. OCR enforces Title IX which prohibits sex discrimination, including harassment, in institutions receiving federal funds.

The school mishandled the complaint in several ways: When a student complained to the aerobics teacher, she did not take the complaint seriously because only one student out of the 50 in the class complained. [Note: The number of students who complain is irrelevant.] When the student then complained to the dean of community affairs, the dean asked that the student put her complaint in writing. [Note: Institutions must respond to complaints whether in writing or not. Insisting on a written complaint before taking action can be viewed as discouraging someone from complaining.]

Thirteen other women in the aerobics class signed a complaint with the first student, who then took the complaint to the college president and chancellor. He referred it to the college labor relations specialist, who met with the athletic director, the aerobics instructor, and the first student. It was agreed that the doors of the gym would remain locked. Although this stopped the harassment, retaliation followed when the student newspaper began to write about the woman and her complaint in a derogatory manner.

OCR investigated and concluded that the unwelcome comments and behavior of the men was offensive and constituted a hostile educational environment in violation of Title IX. Among other things, they noted that the school had not recognized the student's complaint, did not treat it as discrimination, did not tell her what the policy was, did not investigate the complaint, and did not have an adequate grievance resolution procedure.

The school agreed to make a number of changes, including training of staff on how to respond to a complaint, and to publish a statement in the school newspaper explaining why the gym was closed during the aerobics class.

TEMPLE UNIVERSITY SETTLES HARASSMENT CASE

♦Temple University has settled a case charging the former head of the prosthodontics department in its School of Dentistry. Asterios Doukoudakis was charged by Anastasia Batsis, a dentist enrolled in the graduate program, with unwelcome sexual advances, including groping her breasts, pinning her on a bed, and pushing his face between her legs. During the two years she was a student, she charged that he made constant verbal and physical advances toward her.

Batsis also charged that her complaints about his behavior were not responded to by Temple administrators until she filed a written complaint, although Temple's own policy requires officials to respond to all complaints. (Federal laws require institutions to respond to complaints, whether oral or written, formal or informal.)

Following an investigation one year after Batsis filed a formal complaint, Doukoudakis was found guilty of "grave misconduct" and banned from returning to work at Temple. He had already moved back to Athens where he heads a similar department at the University of Athens. Batsis also now resides in Greece.

OFF-COLOR MEMO LEADS TO SEXUAL HARASSMENT SUIT

♦When a faculty member of 28 years at the California State University at Chico circulated a memo suggesting that a faculty student "conference room" be "outfitted with a water bed and an inflatable Madonna doll," he started a series of events that have culminated in a lawsuit against him, another male faculty member, and the university. Joseph R. Conlin, a professor in the history department, also noted in his memo that the room "will be particularly valuable on those occasions a student is unhappy with her grade."

Although Conlin claims the memo was a "joke" poking fun at Chico's new policy discouraging consensual relationships between faculty and students, a number of

people complained to Jacqueline Barnhart, a professor in the same department, who handles sexual harassment problems for the university. Barnhart issued a letter to the faculty describing the memo as "vulgar" and in violation of sexual harassment laws by making female professors unwelcome. [Note: By law, behavior which interferes with a person's ability to work can be construed as a hostile environment which constitutes sexual harassment, even if the behavior was meant as a "joke" or was not intended to harass.]

Conlin escalated the battle by insisting that Barnhart file formal charges against him if she thought he really had violated the policy. In another letter, he warned her to "think twice" about filing a charge, calling her a "nasty, scheming, back-stabbing bitch." The then president sent a memo to Conlin chastising his "juvenile washroom behavior" and stating that if Conlin wrote another note like the first one, disciplinary proceedings would be brought.

The second faculty member who is being sued responded to a letter from Barnhart's attorney with an obscenity. Barnhart is suing the institution for not protecting her from "abusive" behavior of the two faculty members. The dean, Donald Heintz, said that the university did not want to get involved in the dispute because of free speech issues.

IS MOONING PROTECTED BY FREE SPEECH?

♦Occidental College (CA) thought so when it pressured a group of students to drop charges against a fraternity which had mooned a sorority house.

About 40 to 50 members of Alpha Tau Omega dropped their pants and flaunted their naked backsides in front of a sorority house. Prior to the mooning incident the fraternity members had marched down a street of student residences, chanting lyrics that one student characterized as describing violence against women. The student and a small campus group called Advocates Working Against Sexual Harassment (AWASH) filed sexual harassment complaints with the college.

AWASH's complaint against the fraternity also charged that its newsletter violated the college's sexual harassment policy and was "part of a pattern of conduct by the fraternity creating a hostile learning environment at the college."

The college investigated both complaints and had scheduled a hearing, when the fraternity's legal counsel threatened legal action if the college proceeded with the charges about the newsletter. Although the college president did not tell AWASH to drop its complaint, he did indicate that the institution could face dire consequences if AWASH proceeded with its charges. Both AWASH and the student who filed the mooning complaint agreed to postpone the hearing; AWASH was to file a new complaint and the student expected the hearing to be rescheduled.

Although eventually the school agreed not to discipline the fraternity and the fraternity agreed not to engage in public nudity any more, the college never notified the student about the resolution nor rescheduled the hearing as promised.

When a complaint was processed by the Office for Civil Rights at the Department of Education, OCR found that the school had indeed violated Title IX by discouraging complainants from pursuing their complaints, dropping the charges when faced by the fraternity's threat of litigation, and failing to notify either the student or AWASH about the steps the college was taking to resolve their complaints.

As a result of the OCR investigation, the college agreed that it would take steps to discourage public nudity; organize a forum on "gender, respect, and community;" train staff and students on the college's sexual harassment policy and on procedures for reporting problems and complaints; and revise its sexual harassment policy.

RESOURCE: SEXUAL HARASSMENT VIDEO FOR TEACHER TRAINERS

♦Looking for a video for the 10 to 15 year-olds? A new video, *Sexual Harassment: It's Hurting People*, is aimed at middle-school students and their teachers and administrators. It is also appropriate for teacher-training courses.

To appeal to students, the 20-minute video has been done in a style similar to MTV, with angled shots and rock music. A 58-page

manual which accompanies the video not only tells educators how to use the video but also provides useful information about sexual harassment: what educators need to know, what sexual harassment is, activities to use with the video, a description of legal issues including the responsibility of school officials, and a short list of references.

Co-produced by the National Middle School Association and Quality Work Environments, the video is available from the National Middle School Association, Dept. 700, Columbus, OH 43265; 1-800-528-6672.

SEXUAL HARASSMENT ELECTRONIC NETWORK

♦If you want to learn more about sexual harassment in higher education and elsewhere, check out SASH-L, the electronic mail distribution list of Sociologists Against Sexual Harassment. The list owner is Phoebe Stambaugh of Arizona State University at:

AZPXS@asuacad.bitnet
AZPXS@asuvm.inre.asu.edu

Currently there are more than 300 subscribers from North and South America, Europe and Africa.

SASH's annual conference on sexual harassment will be in Washington, DC on August 20, 1995. For further information, contact James Gruber, Sociology Department, University of Michigaa at Dearborn, Dearborn, MI 48128. E-mail:userk8sg@umichum.bitnet or user8sg@um.cc.umich.edu.

BRITS MAKE SEXUAL HARASSMENT A CRIMINAL OFFENSE

♦A new law in England, called the Criminal Justice and Public Order Bill, makes racial, sexual, and other forms of harassment a criminal offense punishable by imprisonment. The law covers harassment both in the street and at work.

In order to prove that the offense occurred, it will be necessary to prove that the harassment was intentional and that it occurred to an individual. (U.S. federal laws do not require proof of intention; effect, not intent, is what counts.)

The new law makes it a criminal offense for anyone to use abusive or insulting words or behavior with intent to cause a person distress or harassment, and which causes that person distress or harassment. The display of writing, a sign, or other visible representation which is threatening, abusive, or insulting and causes another person alarm, harassment, or distress is also covered. The offense is covered no matter where it occurred, except for those instances occurring inside a dwelling.

Punishment is limited to imprisonment of not more than six months and a fine may also be levied.

RESOURCE: SELECTED BIBLIOGRAPHY ABOUT SEXUAL HARASSMENT

♦Here is a comprehensive bibliography about sexual harassment which covers a wide range of issues, from the Thomas-Hill hearing to sexual harassment in academe.

Copies of the 15-page bibliography are available for $5.00 from Celia Naylor-Ojurongbe, 1317 Douglas Avenue, Ames, IA 50010. Naylor-Ojurongbe, Director of the Women's Center at Iowa State University, prepared the bibliography.

AND THEY SAY FEMINISTS HAVE NO SENSE OF HUMOR!

Women's humor and laughter have become a topic for feminist scholarly analysis. "What's So Funny: The Explosion of Laughter in Feminist Criticism" contains a short review of six new books examining women and humor, including one about cartooning and suffrage. The insightful essay will make you want to read more about the subject. A short list of anthologies, critical works, lesbian/bisexual cartoons and humor, and other feminist cartoons and humor books is also included.

The article appears in the Fall 1994 issue of *Feminist Collections*, published by Phyllis Holman Weisbard, University of Wisconsin System Women's Studies Librarian, 430 Memorial Library, 728 State Street, Madison, WI 53706. 608-263-5754; e-mail: wiswsl@macc.wisc.edu.

RESOURCES

WEEA PUBLISHING CENTER

♦The Women's Educational Equity Act Publishing Center is a national resource center providing gender-fair multicultural materials in areas such as women's studies, mentoring, administration, math and science, early childhood education, teacher-training, diversity, disability, and physical education. For a copy of the latest catalogue, call 1-800-225-3088 or write the WEEA Publishing Center at the Education Development Center, 55 Chapel Street, Suite 200, Newton, MA 02158-1060.

"DISCOVERING WOMEN"

♦"Discovering Women," a six-part TV series on women in science broadcast on public television stations in March and April 1995, presents stories from the personal and professional lives of notable women scientists. The series will be of interest to anyone concerned about women in science.

A 16-page activity guide for junior and middle school students may be of use to teacher training institutions. For further information, write WGBH, SOS Activity Guide, Box 2222-SOS, South Easton, MA 02375.

EDITOR'S CHOICE

Educating Women for Success in Science and Mathematics

If you're looking for help in getting women students into science and mathematics and keeping them there, then this is the book for you.

Educating Women for Success in Science and Mathematics does far more than describe a National Science Foundation model project involving faculty at nine campuses including two-year, four-year, and graduate institutions. The 169-page report is a compendium of pragmatic teaching strategies and ways to tailor curriculum content to the particular needs of all women and of minority students.

A separate section offers a faculty development model through which an institution can introduce its faculty to the strategies for teaching and curriculum design.

The guide, which also includes an overview and rationale for the project, concludes with a summary of results and appendices containing the full text of exercises, questionnaires and other evaluation instruments. Short lists of references are dispersed throughout the book.

Written by Sue Rosser and Bonnie Kelley, the report is filled with good ideas and strategies. To order, send $10 to the Division of Women's Studies, 1710 College Street, University of South Carolina, Columbia, SC 29208, 803 777-4007.

Schoolgirls: Young Women, Self Esteem and the Confidence Gap

Although this book deals with girls in early adolescence, it will be of interest to anyone concerned about how women get to be women. Author Peggy Orenstein, former managing editor of Mother Jones, spent a year studying girls in two eighth-grade classes, one in a middle-class white school and the other in a multi-ethnic, inner-city middle school.

The book examines why young girls lose more self-esteem than boys when they enter adolescence and how schools themselves may do little to alleviate the pain young girls suffer, whether it is being ignored by teachers, harassed by boys, constrained by stereotypes, or affected by events outside of school.

The book recalls the pain many adult women felt when they were in their early teens, especially the humiliation of sexual harassment from boys ("boys will be boys"), fear of being bright, concern with weight, and other horrors—all of which lead to lowered self-esteem and confidence.

Published by Doubleday at $23.50.

BOOKMARK COMMEMORATING WOMEN'S HISTORY MONTH AVAILABLE

The American Association of Retired Persons takes National Women's History Month (March) seriously. In addition to airing a series of public service radio announcements (one for each day of the month), each highlighting a different woman, AARP has designed an attractive bookmark.

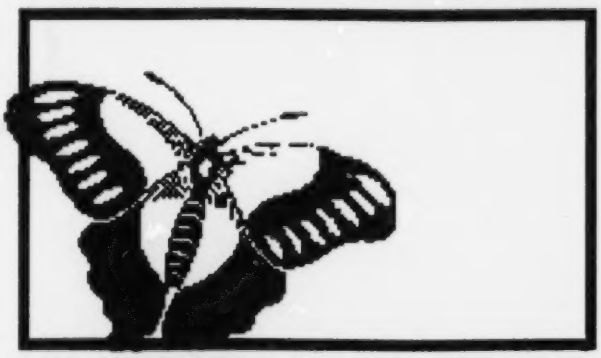
Free copies of the bookmarks (up to 100) are available from NWHM Bookmark (D15570), AARP Fulfillment, 601 E Street, NW, Washington, DC 20049. AARP sponsors a women's initiatives project and offers a number of publications about women. Ask for the Women's Initiatives Order Form.

IQ: NEW NEWSLETTER

IQ, Issues Quarterly, a new publication from the National Council for Research on Women, explores a theme in depth in each issue. The first issue examined sexual harassment among teens and children; the second, the dearth of funding earmarked for women's programs. The third issue, in press, will focus on immigrant women and girls in the United States. Other topics planned include custody and single mothers, the glass ceiling, work and family issues, women and leadership, anti-feminist backlash, and coverage of the Beijing World Conference on Women.

The newsletter is sent to Council affiliate members. Membership costs $35.00. Affiliates receive discounts on Council publications and other benefits. For $60.00, affiliates receive the newsletter and the "Women's Research Network News." Write the National Council for Research on Women, 530 Broadway, 10th floor, New York, NY 10012-3920.

TRANSFORMATION



THE CHANGERS AND THE CHANGED

1995 CONFERENCE OF THE NATIONAL ASSOCIATION FOR WOMEN IN EDUCATION

MARCH 8 - 11, 1995
CLARION PLAZA
ORLANDO, FLORIDA

"The Changer and the Changed" used with permission from Cris Williamson and Olivia Records, Inc.

ACE *Office of Women in Higher Education*

Highlighting the 1995 ACE meeting in February was the presentation of the second annual women's leadership award—this time to the Maryland ACE/NIP Planning Committee for its innovative collaboration with the Maryland Women's Legislative Caucus. In announcing this year's recipient, the Office of Women in Higher Education's National Identification Program cited the significant advances that have been made for women administrators and faculty in Maryland as a result of the initiative. The nine-year-old Caucus project was selected from among nationwide nominees for its impact, its innovative approach, and its ability to serve as a model for other state programs.

Begun in 1986 as a means of advancing women in the educational workforce and promoting their presence in top administrative positions, the project has forged an ongoing dialog and partnership between two key groups of Maryland women—college and university administrators and members of the Maryland State Legislature. A 1986 dinner sponsored by the Maryland ACE/NIP Planning Committee brought together 40 administrators and two legislators to begin this dialog; a similar dinner held earlier this year attracted 135 participants, including 35 elected legislative representatives. Among the initiatives these groups have successfully undertaken is a demographic survey of women in the Maryland higher education system. As expected, the data highlighted the underrepresentation of women in senior administrative positions and in senior faculty ranks and documented the unmistakable discrepancy in salaries of women and men in comparable academic positions. With this data in hand, Legislative Caucus members invited college presidents and trustees from throughout the state to participate in a series of hearings on the status of women in higher education.

The results of these efforts have not gone unnoticed. In the past nine years, two public colleges have broken tradition by appointing their first women presidents, bringing to seven the total number of women now serving as presidents of Maryland colleges. At the state level, a woman also serves as secretary of higher education. Across the state, 27 percent of senior administrative positions in higher education are held by women; 26 percent of college trustees are women (up from 20 percent); and the representation of women on college faculties has risen from 33 percent to 38 percent. At the full professor rank, the representation of women has increased from 10 to 14 percent.

Nancy Kopp, a Maryland legislative representative who has taken an active role in the project, underscored the impact the initiative has had in the state. "This project has had important benefits not only for women in higher education and for women legislators, but for all women in Maryland," she said. "Many capable women have gained positions of authority in the higher education system, and are now able to have a direct impact on higher education policy in Maryland."

The evolution of the Maryland ACE/NIP Women's Legislative Caucus Project has mirrored that of the national ACE/NIP movement. Conceived for the original purpose of advancing women into senior administrative posts in higher education, both initiatives have since broadened their purpose to promote a greater voice for women in state, national, and global public policy debate. These purposes are reflected in the NIP's new vision statement, which calls for increasing the role that women play in setting the public policy agenda and in ensuring that women's concerns find a place at the center of that agenda. The vision statement also fosters the creation of environments that bring women and men together to develop new styles of discourse that will lead to an inclusive agenda.

Congratulations to the Maryland ACE/NIP Planning Committee and to the women of the Maryland Legislative Caucus. Together they have significantly advanced the role that women play in Maryland's system of higher education.

Notes prepared by Dr. Carol A. Moore, Provost and Vice President for Academic Affairs, Mercy College, Dobbs Ferry, NY.

University of California, Davis

Bioenvironmental Engineering

Animal Waste Management Emphasis

Tenure Track Assistant Professor, 11 month

The candidate will be expected to assist with departmental undergraduate and graduate teaching programs, and develop a research program dealing with problems associated with the production, collection, treatment and utilization of wastes generated by production agriculture with an emphasis on animal production systems. Applicants must have a Ph.D. in Engineering, or in a related field with at least one graduate degree in engineering, the ability and desire to conduct both independent and cooperative research, and a commitment to undergraduate and graduate teaching. To apply, send curriculum vitae, summary of research and teaching experience, transcripts of undergraduate and graduate work, pertinent reprints, a summary or abstract of the thesis/dissertation, and the names, addresses, and telephone numbers of at least three references to:

Dr. Raul H. Piedrahita
Search Committee Chair
Department of Biological and Agricultural Engineering
University of California
Davis, CA 95616-5294
Tel: (916) 752-2780 Fax: (916) 752-2640

Open until filled, but to assure consideration, applications must be received by March 31, 1995.

The University of California is an Affirmative Action/Equal Opportunity Employer.

University of North Texas

History: U.S. Economic/Business

Assistant Professor. Ph.D. required. The University of North Texas, a comprehensive research university with an enrollment of 26,000 students located in the Dallas/Fort Worth metropolitan area, invites applications or nominations for an entry level position beginning in the fall semester 1995. Qualifications to teach advanced courses in late 19th and early 20th century U.S. history are desirable. Review of applicants will begin March 20, 1995, and will continue until the position is filled. Send letter of application, c.v., and three letters of recommendation to: **Robert S. La Forte, Chair, Search Committee, Department of History, University of North Texas, Box 13735, Denton, TX 76203-6735.** *Women, minorities, and disabled persons are encouraged to apply.*

☐ **YES** *I am concerned about women on campus and want to enter my subscription to* About Women on Campus.

Special introductory subscription rates:

Individual 1 year (four issues) $20
2 years (eight issues) $35

Institution 1 year (four issues) $28
2 years (eight issues) $50

***Foreign subscriptions*: Please add $7.00 per subscription to cover additional postage.**

***Discounts are available for bulk subscriptions* mailed to a single institutional address.**
Call 202-659-9330 (FAX 202-457-0946) for details.

Name _____

Title _____

Institution _____

Address _____

City/State/Zip _____

Send subscription form and check or institutional purchase order made payable to NAWE to:
***About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511**

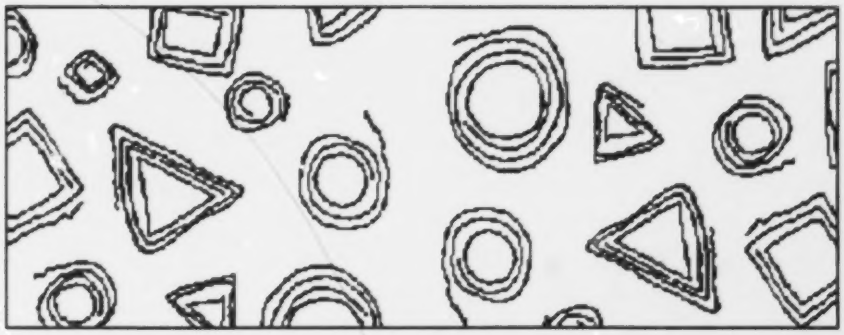
☐ **AND** *I want to know more about the National Association for Women in Education, one of the nation's oldest national professional education associations.*

Send information about membership to the address I have provided above.

National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington DC 20036-6511

Second Class Postage
Paid at Washington DC

ERIC
GAIL MATHEWES
1301 PICCARD DR #300
ROCKVILLE MD 20850



ABOUT WOMEN ON CAMPUS

SUMMER 1995 • VOLUME 4 • NUMBER 3

FROM AROUND THE CAMPUS

Women to Outnumber Men in Doctoral Degrees by 2005

Although women now lag behind men in doctoral degrees (27,000 estimated for men in 1994 compared to 16,000 for women), the U.S. Department of Education's Office of Educational Research and Improvement predicts that by 2005, men will receive only about 17,000 doctoral degrees, a drop of approximately 35 percent. In contrast, women are predicted to receive about 21,000 doctoral degrees, an increase of approximately 29 percent.

While women's share of first professional degrees will increase from roughly 66 percent to 70 percent, men will still outnumber women. The figures are listed in *Projections of Education Statistics* to 2005, U.S. Department of Education.

Court Upholds Woman's Bid to Enter Citadel

The daughters of Virginia and South Carolina have every right to insist that their tax dollars no longer be spent to support what amounts to fraternal organizations whose initiates emerge as full-fledged members of an all-male aristocracy....Although our nation has through its history discounted the contributions and wasted the abilities of the female half of its population, it cannot continue to do so.

So spoke Judge Kenneth K. Hall, when a U.S. Court of Appeals cleared the way for Shannon Faulkner to become the first woman to enter the all-male Corps of Cadets at the Citadel. The Court upheld a lower court ruling in her favor that said the South Carolina military-style college violated her rights under the equal protection clause of the Fourteenth Amendment.

The Court said she must be admitted in August 1995, unless the state implements an acceptable alternative plan to accommodate women seeking a military-style education. The decision potentially affects the admission of more than 150 women who have applied to the Citadel.

The ruling came from the same appellate court that had ruled earlier in favor of a plan by Virginia Military Institute to remain an all-male institution by adopting a separate military program at Mary Baldwin College. South Carolina, however, has not developed a similar alternative so far, but apparently hopes to have a plan in place by August, according to the state's attorney general, who also said that the state will not immediately appeal the order.

INSIDE:

Giving Awards to Women 2

Myra Sadker, Educational Equity Pioneer, Dies at 52 3

TV Sitcoms Reinforce Harassment 7

"The Devil Made Me Do It!": Men Explain Harassing Behaviors 8

ACE Appoints New NIP Director 13

Women's Issues Project

National Association for
Women in Education
Suite 210, 1325 18th Street NW
Washington, DC 20036-6511

Project Director: Patricia A. Farrant

Editor: Bernice Resnick Sandler

The Women's Issues Project of the National Association for Women in Education publishes the quarterly newsletter *About Women on Campus* in cooperation with the Center for Women Policy Studies to provide information about programs, issues, and concerns of women students, faculty, and administrators. Association members receive *About Women on Campus* as part of their $75 membership fee. Individual subscriptions are $20 for one year and $35 for two years. Institutional subscriptions are $28 for one year and $50 for two years.

ISSN: 1061 768X

Application to mail 2nd class postage rate pending at Washington, DC. Postmaster: Send address change to *About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511.

Volume 4, Number 3, Summer 1995

© 1995 by the National Association for Women in Education

The National Association for Women in Education is an independent nonprofit professional organization dedicated to the education and professional and personal development of women and girls. An important force in American education for more than 75 years, the Association is at a crossroads, serving new populations, expanding its services, and developing new and innovative programs to meet the ever-changing needs of women in education.

The National Association for Women in Education does not discriminate on the basis of race, color, national origin, religion, sex, age, affectional or sexual orientation, or disability in any of its policies, procedures, programs, or practices.

Published with support from the Marriott Corporation, Education Services.

Faulkner, who has been attending The Citadel as a day student, is not allowed to wear the uniform of the Cadet Corps nor eat with other students.

Escort Services Allows Men to Be Escorted Too

After thirteen years of providing rides to women, the Women's Wheels Program at Indiana University now allows men to use their service. The factors prompting the change were recognition that gays and minority men are frequently victims of harassment, the fact that the service is paid for by all students, and that a safety service should not be available only to women. Three of the four vans are designated for women only, because some women do not want men to know their destinations. During the first two months service was provided to men, 800 women and 130 men requested rides. The services provides van rides and pedestrian escorts both on and off the campus.

Note: A service limited to one sex only violates Title IX, which prohibits discrimination in educational institutions.

Giving Awards to Women

• The Student Affairs office of the University of California at Davis offers the $1000 Ellen Hansen Memorial Prize for the best creative project judged to demonstrate bravery and independence of women. The works may be in visual art, literature, musical composition, performance, or other fields. Only women may enter; this may violate Title IX, the law that prohibits sex discrimination in education.

• The University of California at Berkeley has initiated a Berkeley Women's Hall of Fame to celebrate women's contributions to the university.

The criteria for nominating women from any period of the university's history are accomplishment as either a "pioneer," women who blazed a path for others by being the first woman, e.g. faculty, dean, member of the marching band, or who founded an organization, school, union, or activity, or an "enhancer," women who have contributed through academic brilliance, curriculum innovations, exceptional leadership or management, improved student life, or outreach to the community, and in so doing, have achieved greater equity for women faculty, staff, and students.

For further information, contact Irene Tinker, Department of City and Regional Planning, or Maresi Nerad at the Center for Studies in Higher Education, University of California, Berkeley, CA 94720-2050

The University of Connecticut Looks at Women

The University of Connecticut's President's Commission on the Status of Women has published a report which describes hiring patterns, undergraduate and graduate enrollment, and degrees, and provides recommendations.

Several traditionally male (fewer than 25 to 35 percent women) undergraduate fields experienced a disproportionate loss of women students compared to male students; i.e., these fields (such as business, mathematics, computer science) have become even more predominately male. A similar trend was found in graduate programs in business and social sciences, where numbers of male students increased and numbers of women students decreased. The traditional "female

fields" became slightly more integrated.

More than double the percentage of men were full professors: 46 percent of men compared to 18 percent of women. Among all faculty, only 14 percent of full professors were female.

For information about the 36-page report, "Dreams Deferred: Trends and Patterns in the Representation of Women at the University of Connecticut," write the President's Office, University of Connecticut, Storrs, CT 06269.

Black Men for the Eradication of Sexism

At Morehouse College (GA) male students take sexism seriously. They have organized Black Men for the Eradication of Sexism, a group which conducts numerous programs exploring the issues and protesting misogyny, sexual harassment, date rape, and paternalism. In addition to conferences, they also have biweekly discussion groups addressing these and other issues.

The core of about 20 men took on these issues after the 1994 Freaknik festival, a spring gathering for African-American students. The men heard reports of verbal harassment as well as groping and attempted gang rape. The group also conducted an alternative to Freaknik this year.

Another Speech Code Overturned

A California Superior Court ruled that Stanford University's speech code was struck down, as unconstitutionally broad, based on content and on restricting the speech of students. Several other codes, such as that at the University of Michigan, have been struck down for similar reasons. Whether it is possible to craft a speech code that can survive constitutional scrutiny is not clear.

All of the speech codes struck down previously were in public institutions. (The first Amendment covers only public institutions.) In 1992, the California state legislature essentially extended first Amendment rights to private institutions in California by prohibiting universities from restricting speech that would be protected off campus.

The Stanford code banned face-to-face insults that would stigmatize students because of race, sex, religion, and other bases. Among Stanford's defense was that it prohibited only "fighting words" expressing hatred and contempt aimed directly at individuals and groups.
Note: Women often point out that the concept of "fighting words" does not apply to them, since few women would engage in a physical fight if provoked only by words.

No one had been prosecuted under the policy, which had been in effect since 1990. Thomas C. Grey, a law professor at Stanford who helped draft the policy was quoted in *The Chronicle of Higher Education* (March 10, 1995) as criticizing the judge's decision: "The judge has just missed the main thrust...it is part of a comprehensive prohibition of discriminatory harassment," and not simply a code banning offensive speech.

Myra P. Sadker Dies; Pioneer in the Study of Sexism in the Classroom

Myra P. Sadker died on March 18, 1995, in Washington, DC. Along with her husband David, who survives her, she was among the first to document sexism in the nation's elementary and secondary schools as well as at the college level. She alerted the educational world that the classroom was not a fair place for children and that even the best of teachers with the best of will often inadvertently treat their male and female students differently, giving male students more attention and encouragement in ways so subtle that the behaviors are almost invisible.

Her last book, *Failing at Fairness: How Our Schools Cheat Girls*, written with her husband, documented the many ways that girls' education is inferior to that of boys.

Throughout the years, her work touched thousands of educators at all levels. She was also a fine colleague; she shared her insights and information easily and gladly with all who asked. All of us who have children or grandchildren owe her a debt of gratitude. Contributions can be sent to the Myra Sadker Foundation, School of Education, McKinley 109, American University, Washington, DC 20016-8030.

In *Failing at Fairness*, she wrote:

If the cure for cancer is forming in the mind of one of our daughters, it is less likely to become a reality than if it is forming in the mind of one our sons. Until this changes, everybody loses.

Myra Sadker died, of breast cancer, at age 52.

Remembering the Montreal Fourteen

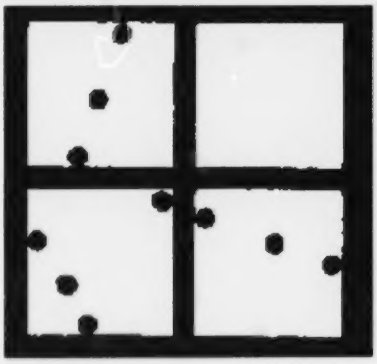
On December 6, 1989, fourteen women students were killed by a gunman at the engineering school on the University of Montreal campus. The man called the women "feminists" and shouted "I hate feminists." Each year, various campuses in Canada and the United States hold activities to remember that day. The mother of one of the victims spoke at the University of Windsor and presented slides of the murdered women as she talked about their lives. A video of her talk can be ordered for approximately $25. Contact Trillium Communications, 2525 Dougall Avenue, Windsor, Ontario N8X 9Z9, Canada.

The Alliance for Feminists Across Campuses, a Canadian group, wrote an open letter to Canadian university and college administrators reminding them of violence against women. For further information about the Alliance, contact them at P.O. Box 45033, Dunbar Postal Outlet, 4326 Dunbar Street, Vancouver, B.C., V6S 2M8, Canada.

Duke Woman Gets a Kick Out of Football

Heather Sue Mercer may be the first woman to play NCAA Division I football. In Duke University's annual spring game, she kicked the game-clinching field goal for the Blue team. She also kicked a point after point kick in the first quarter.

Mercer was a member of the New York State championship team at Yorktown High School.



WOMEN IN MEDICINE AND HEALTH

A Glass Ceiling Here Also

Although 42 percent of new entrants into medical schools are women, only four of the 126 medical schools have female deans. Less than five percent of the heads of departments are females.

The percentage of women faculty who are full professors is less than ten percent—a figure which is the same as it was in 1980.

In a study of women and men who became full-time faculty at the same time conducted eleven years later, significant differences appear.:

- 23 percent of the men but only 5 percent of the women were full professors
- Men received more support right from the beginning, at the time of initial appointment:
  - 89.4 percent of the men received office space compared to 81.5 percent of the women.
  - Men were more likely to have dedicated laboratory support (41.2 percent of men vs. 29.9 percent of women).
  - Men had greater grant support (28.9 percent of men vs. 20.3 percent of women).
  - Men had more protected time for research (44.9 percent of men compared to 29.4 percent of women).

Women were less likely to be in tenure track positions (15.8 percent compared to 58 percent for men); and women faculty members spent more time teaching and caring for patients.

The authors attribute the results to bias as well as to poor negotiation and networking skills on the part of women.

Results of the study appear in "Promotion of Women Physicians in Academic Medicine: Glass Ceiling or Sticky Floor?" by Bonnie J. Tesch, Helen M. Wood, Amy L. Helwig, and Ann Butler Nattinger, *Journal of the American Medical Association*, April 5, 1995, pp. 1022-1025.

Twenty five percent of the physicians in academic medicine and about 19 percent of all physicians in the United States are women. The American Medical Association estimates that by 2010, about one-third of all physicians will be women.

More Women Than Men

Forty-two percent of the new entrants into medical schools are women, but at Johns Hopkins University School of Medicine 53 percent are women—the first time the number of women has exceeded that of men.

In 1893, women were allowed to enter the Johns Hopkins School of Medicine's first class because the women who raised the money for the new school made women's admission a condition for their fund-raising.

New Academy to Work on Women's Health Issues in Medical School

The National Academy on Women's Health Medical Education (NAWHME) is a new organization designed to infuse women's health education into all phases of the medical education curriculum—undergraduate, graduate, and post-graduate. NAWHME is a joint program of the Medical College of Pennsylvania and Hahnemann University and American Medical Women's Association, Inc.

For information, contact NAWHME at Medical College of Pennsylvania, Broad and Vine Streets, MS 490, Philadelphia, PA 19102.

Recognizing Those Who Are Sensitive to Gender

At Case Western Reserve University School of Medicine, students present Gender Neutral Awards to faculty "who displayed sensitivity in their teaching, speech and action."

Resource: Discrimination and Sexual Harassment

"Halting Harassment" is a short article describing some of the problems of women in medical school and in medicine; it suggests both institutional and individual strategies for dealing with discrimination and harassment. The article appears in the March 1995 issue of *The New Physician*, pp. 30-38.

Hotline for Help

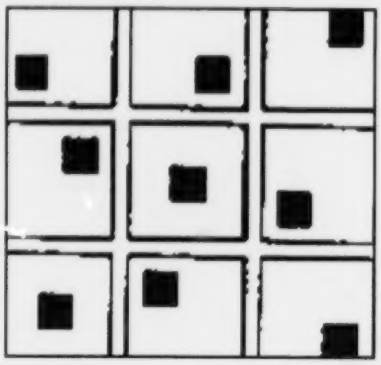
The Harassment and Gender Discrimination Resource and Information Phone Line is available for physician and students. Call Lisa McLendon at the American Medical Women's Association, 703-838-0500.

Resource: Mistreating Women

Outrageous Practices: The Alarming Truth About How Medicine Mistreats Women covers a wide range of issues: how women's health issues have often been neglected by the medical establishment, the kinds of biases in research and in treatment that women face, and how women are often treated differently when they see their doctor.

Starting with a brief history, the book examines research, breast cancer, heart disease, AIDS, reproductive health, surgery, aging, mental health, drug marketing, women's health and the law, and the relationships between women and their physicians.

Written by Leslie Laurence and Beth Weinhouse and published by Ballantine Books, the 435-page book costs $22.50.



WORKING IN ACADEME

Salary Gap Widens for Women Faculty

During the last 20 years, although the salary gap between men and women who have more than five years of education declined by $2,000 as more professional women moved up the ranks of business and government, faculty women, in contrast, lost ground. The gap between salaries of men and women faculty widened by an additional $1,192.

Between 1972 and 1992, average faculty salaries declined by two percent in constant dollars; women faculty salaries declined by a higher amount in every type of institution in the public sector. For example, at community colleges, men's salaries declined by 7.7 percent while women's declined 9.3 percent. At public four-year colleges, the loss for men was 0.7 percent; for women it was 3.6 percent. At independent colleges, both men and women gained in constant dollars, but men gained slightly more than women: 5.9 percent compared to 5.4 percent.

5

The data come from the *NEA 1995 Almanac of Higher Education*, published by the National Education Association, 1201 16th Street NW, Washington, DC 20036; cost is $30 annually.

Men Administrators Earn More, But There Are Exceptions

Most male administrators in academe earn more than their female counterparts, according to a survey of institutions conducted by the College and University Personnel Association (CUPA) In many of the more than 150 positions surveyed, men earned several thousand dollars more than women holding the same positions in the same types of institutions. In the few instances where women earned more, the differences were usually small. The biggest exception was that of deans of arts and letters in doctoral institutions: the median salary for men was $104,172; for women (all four of them), the median salary was $126,117.

The data appear in CUPA's *Administrative Compensation Survey*, 1994-95 by Richard C. Creal, Kirk D. Beyer, and the Brookings Institution. For further information, contact CUPA, 1233 20th Street NW, Suite 301, Washington, DC 20036-1250.

Minority Women Faculty Perceive the Campus Workplace As Somewhat Chilly

In a study of white and minority women faculty members, women faculty in general were satisfied with some dimensions of their workplace environment, based on job rewards, interpersonal work relationships, and institutional support; minority women were dissatisfied with more areas than white women. Minority women had a higher rate of negative perception of promotional opportunities, performance evaluations, and the quality of their everyday relationships.

Minority women found the work environment more marginalizing and exclusionary. Both white and minority women agreed with the observation that minority faculty are overloaded with minority-oriented institutional demands.

The study, "Perceptions of the Workplace: Focus on Minority Women Faculty," is one of a very few dealing women of color in academe. Written by Adalberto Aguirre, Jr., Anthony Hernandez, and Ruben Martinez, it was reported in *Initiatives*, 56:3, 1994, published by the National Association for Women in Education, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511.

Best Teacher Awards to Men Spark Protests at Michigan State

When all ten of Michigan State University's distinguished teaching awards went to men for two years in a row, women faculty, staff, and students held a three-hour teach-in to protest the general chilly climate on campus. None of the 181 female full professors was even nominated. Six women, including an assistant dean of the graduate school, organized the teach-in, which was dedicated to Merrily Dean Baker, a former athletic director at MSU who resigned early this year, citing the climate for women administrators at the university.

Law Dean Roasted by Student Newspaper; Faculty Protest

Twenty-three faculty sent a letter to *Penn Law Forum*, asking that its 15 editors resign or disavow an article about Heide Hurd, Associate Dean of the University of Pennsylvania Law School. The article was filled with sexual innuendos in an attempt at satire. Students also protested the article.

Shortly after the article was published, editor Magdalen Braden recovered remaining copies of the issue and republished it without the offending article.

Study to Examine Work/Family Initiatives at Colleges

A new consortium of 16 colleges and universities will survey all 3,400 higher education institutions in the U.S. to assess work/family initiatives, identify family-friendly policies and practices, and identify future trends in policy development.

Among the institutions joining the consortium are Harvard University, Princeton University, Ohio State University, the University of Arkansas for Medical Sciences, University of Miami, and the University of San Diego. For more information or to join the consortium, call Mike Aitken, Director of the College and University Personnel Association Foundation at 202-429-0311, or Amy Rabinowitz, Director of Development at the Families and Work Institute, 212-465-2044.

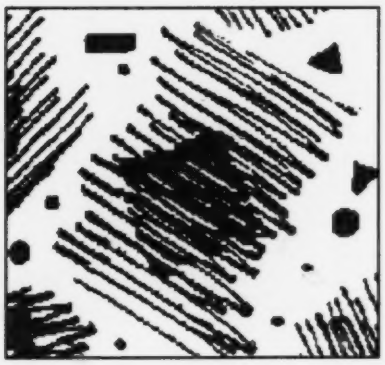
Resource: Re Work and Family

Increasingly, over the past decade, academic institutions have begun to pay attention to the importance of work and family issues for employees, faculty, and staff by developing programs and policies designed to address work and family needs.

The College and University Work/Family Association maintains a database of campus work and

family programs, gathers data on relevant policies, and disseminates information on related research, trends, publications, and activities. It also offers professional support and works with diverse professionals, such as human resource administrators, student services administrators, work and family managers, child care and elder care directors, senior administrators, faculty members, and others.

For information, contact Karen Logvin, Office of Human Resources, University of Oregon, 463 Oregon Hall, Eugene, OR 97403-1217.



SEXUAL HARASSMENT AND SEXUAL ASSAULT

Having an "Affair" Leads To President's Suspension

The president of Texas State Technological College was suspended for three months because of a ten-year "affair" with the dean of business services. Although the dean is suing president J. Gilbert Leal for sexual harassment, the chancellor of the state system said the suspension without pay was unrelated to the dean's lawsuit, but that a consensual relationship between two executive officers was inappropriate.

Maria Christina Lucio's suit claims that she was harassed by the president for ten years and that he raped her in her office in 1992. She claims that the president made it clear to her that continued success on her job would be dependent on submission to his sexual advances. She also claims that he demoted her when she turned to other campus officials for help.

An investigation by the institution found that the relationship was consensual, and Leal was placed on a 60-day leave.

Note: Voluntary submission to unwanted sexual advances of a supervisor because of fear is considered sexual harassment; what is relevant is the fact that the behavior was unwelcome.

University of Miami Settles Suit; Pays $150,000 to Woman Faculty Member

The University of Miami settled a five-year old case by agreeing to pay $150,000 to Vendulka Kubalkova, a professor in the Graduate School of International Studies, who had sued the school over its handling of her charge of sexual harassment by a fellow faculty member, Jiri Valenta.

UM will also pay Kubalkova's attorney fees and increase her salary. She charged that graduate school dean Ambler Moss did not take her allegations seriously, "diminished and ridiculed" her complaints, and delayed an investigation.

In 1993, UM fired Valenta, a tenured professor who was at the time a well-known authority in his field, after holding a summer-long hearing which documented his treatment of his female coworkers and graduate students.

Ten to fifteen students who testified at the hearing never finished school.

Sexual Bias Expert Charged with Sexual Harassment

A University of California at San Francisco psychologist who advises corporations on sexual harassment is himself being sued by his former research assistant and graduate student. Candace V. Love is charging that John C. Hatcher fired her from her job and derailed her graduate studies after she broke off her affair with him. UCSF is also named in the suit.

Love charges that Hatcher violated numerous professional rules, including ethical guidelines of the American Psychological Association which prohibit psychologists from becoming involved with their trainees. Hatcher chaired Love's doctoral dissertation committee, supervised her training as a psychologist, and hired her to work for his consulting firm, National Assessment Services, which counsels businesses on sexual harassment and workplace violence.

The University of California has been hit with dozens of sexual harassment and sex discrimination lawsuits in recent years. In October 1994, UC paid $100,000 to settle a sexual harassment suit against one of its top administrators, Ronald Brady, who has resigned.

Why Sexual Harassment Continues: Reinforcement on Television

On many TV sitcoms, sexual harassment is not only commonplace, but typically presented in a manner which makes it seem accept-

able. In a recent study by two University of Dayton researchers, 40 percent of the sexual behaviors they examined were sexual harassment: they were not welcomed by the recipient. Thirty-six percent of the targets of the behavior welcomed it and 24 percent showed no visible reaction.

Male characters initiated the behavior 68 percent of the time. The behaviors consisted of sexual remarks, looks and gestures; kissing, touching, or grabbing in a sexual manner; date requests; and violations of personal space. The behaviors in the sitcom appear to the audience as acceptable because they are accompanied by laugh tracks and there are no consequences for the person who initiates the harassing behavior. In none of the incidents was anyone sanctioned or told that a behavior was out of line.

The authors, associate professor of communications James Robinson, and graduate student Colleen Cancelli, conclude that the consistent portrayal of sexual harassment in prime-time situation comedies as humorous distorts, minimizes, and misrepresents the seriousness of such behavior.

Harassment at Military Academies: On The Rise

Despite post-Tailhook decrees, sensitivity training, and other programs, sexual harassment at the U.S. military academies many not be decreasing, but actually increasing. A study by the General Accounting Office of the U.S. Congress reports that the percentage of female students indicating that they had experienced at least one of ten forms of sexual harassment on a recurring basis increased to 78 percent (from 59 percent) at the Air Force Academy since 1990-91. At the Naval Academy, the increase was from 50 percent to 70 percent; at West Point, from 76 to 80 percent.

More than a third of female cadets report they have encountered "unwelcome, deliberate physical contact of a sexual nature." Sixty to 72 percent reported some exposure to repeated unwelcome verbal comments related to their gender and that the remarks sometimes created an intimidating, hostile, or offensive environment.

Sixty percent of the women surveyed at West Point, 41 percent of those at the Naval Academy, and 40 percent at the Air Force Academy reported that they would hesitate to report sexual harassment because of fear of reprisal.

The Pentagon and the academies denied the conclusions, stating that their own studies showed that female students believed that sexual harassment had declined and that they felt more comfortable reporting violations.

For a copy of the study, write your senator or representative.

Meanwhile, in March the Naval Academy began investigating sexual harassment complaints from two female midshipmen who stated they were subjected to attempted blackmail and other forms of sexual harassment after they testified in a sexual assault trial.

Excuses! Excuses! Excuses! Explaining Harassment, Or, The Devil Made Me Do It!

• ***Writer Stephen Dobyns suspended for sexual harassment***

Syracuse University suspended Stephen Dobyns with pay after he threw a drink in a woman graduate student's face at a party after making comments about her breasts and cursing her.

The incident occurred at a party of graduate students and faculty. The woman, who is not a student of Dobyns, filed a charge of sexual harassment. Dobyns has since apologized but denies that there was any sexual harassment, claiming he threw the drink at her after she insulted his writing.

Dobyns has written poetry and is also the author of a popular series of mystery novels.

His excuse? Dobyns acknowledged being drunk and that the incident has made him realize he is an alcoholic and that he will seek help.

• ***Popular Cornell professor charged with sexual harassment***

In December 1994, James B. Maas of Cornell University was found guilty of sexually harassing four former students who had worked for him as teaching assistants, staff, and nanny for his children.

Maas, one of the most popular professors at Cornell, is well known for his documentaries on PBS. About two-thirds of all Cornell undergraduates take his introductory psychology course.

The students claimed he kissed and hugged them, made sexually suggestive comments, and bought them expensive gifts (such as cocktail dresses costing more than $2,000). On at least two occasions, a woman student accompanying Maas on a filming trip was forced to share his hotel room, where he grabbed her breast. Grabbing a woman's breast is a criminal offense of sexual abuse in most states.

Maas does not deny most of the incidents.

His excuse? He claims that his hugging and kissing was the sign of a caring professor. The ethics committee which examined the women's complaints recommended only that he be admonished against kissing, hugging, or otherwise touching undergraduate students and prohibited from giving expensive gifts to students, traveling alone with them, or hiring them to work in his home. The committee also recommended that Maas be dismissed if he engages in sexual harassment again. The ethics committee complained that Cornell trustee Roger J. Weiss tried to discourage another graduate from becoming involved in the case. Maas was described in the *Chronicle of Higher Education* as "a high-profile fund raiser" for Cornell.

The women who brought the charges believe that Maas was not punished severely enough because of his connection to Weiss.

One of the punishments the ethics committee originally recommended but which was not subsequently adopted was that Maas no longer be allowed to advise women students.

Note: Such a penalty would violate Title IX, which prohibits discrimination on the basis of sex in educational institutions. It would have allowed *only* male students to have advising access to Maas, under the guise of protecting women students.

- ***Boston University fires philosophy professor accused of sexual harassment***

Aryeh Motzkin was fired after he was found guilty of sexually harassing three female students and of sexually assaulting a female faculty member. In the latter instance, Motzkin put his hands under the woman's sweater and touched her breasts.

Motzkin acknowledges the behaviors and is suing Boston University, stating that by firing him, the institution violated the Americans with Disabilities Act.

His excuse? He claims he has "mental disorders" and "mood conditions" that disable him and that the drugs he takes for these conditions cause "disinhibition in certain actions," such that he may engage in inappropriate conduct.

Computer Harassment: Story on Internet Naming Woman in Rape Fantasy Leads to Arrest

A University of Michigan student posted on an electronic bulletin board a bizarre fantasy about breaking into the apartment of a fellow student and then raping, torturing, and murdering her. Jake A. Baker included the name of the student, whom he knew slightly from a Japanese class both attended. The story was followed by private messages from Baker to another list user that included the statement, "Just thinking about it doesn't do the trick, I need to do it," and details about how he was going to abduct the woman. Baker sent the messages directly from his university account.

The FBI was called in by campus police after they received information from a university alumnus in Moscow who learned of the posting and complained to the university about allowing such material on its educational account. Baker has been charged with interstate transmission of a threat to injure another person. If convicted, he faces up to five years in prison and a $5,000 fine. He was jailed for 29 days before being freed on his own recognizance.

The university has suspended Baker, who claims his e-mail and "stories" were not threats but fiction.

Sexual Harassment Costs Chevron $2.2 Million

Although this case did not involve an academic institution, the issues are relevant and could occur on any campus.

Chevron Corporation agreed to pay $2.2 million to four female electrical engineers and computer specialists who had been the target of numerous offensive jokes, e-mail messages, and comments about their body parts and clothing. They had also received via interoffice mail pornography which showed sexual torture and bondage. When they booted up their computers, the women would find a graphic of a man masturbating or e-mail lists of reasons why beer is better than women.

Although most pre-trial settlements are not made public, this is believed to be one of the largest concerning sexual harassment. Twenty-eight women submitted a letter to the company asking that these problems be addressed. The four women in this suit, which is part of a larger class-action sex discrimination case, were singled out and faced retaliation.

A New Issue: Sexual Harassment of High School Teachers by Students

Colleges of education might want to develop ways to help prospective teachers who are increasingly likely to be sexually harassed by male students, and to train male administrators and teachers about their responsibility to refrain from sexual harassment and to deal with it when it occurs.

The Union Institute Center for Women, part of the Washington, DC, office of the Union Institute, recently interviewed 32 female teachers from public high schools in the Washington area. Among the incidents described by the teachers:

- Male students exposing themselves in front of female teachers during classes. When suburban Maryland teachers reported such incidents, the school's male principal did not discipline the students, trivialized the teachers' complaints, and called the behavior "inappropriate touching."
- Male students hooted and whistled at female students and a female teacher. When the teacher told the male students to stop, male administrators told her she was overreacting. A male teacher subsequently told students that the teacher's problem was that she needed to be with a man.

Principals and other male administrators were often unsympathetic and apparently unaware of legal prohibitions against sexual harassment. Teachers also reported incidents of being harassed by principals and other teachers, who made sexual comments. In one instance, when a female teacher reported a complaint to a male principal, he responded by showing her a picture of a male with an erect penis, asking, "Now, does that lighten you up?"

For further information, contact the Center at the Union Institute, 1731 Connecticut Avenue NW, Washington, DC 20009.

How Frequent Is Campus Sexual Assault?

One in four college women have been forced to have sexual intercourse at least once, according to results of a survey of a thousand female college students conducted by the American Social Health Association. The figures are similar to those found in other surveys.

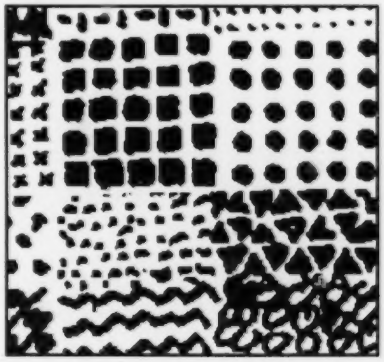
The survey also found that while 85 percent of the students said they were sexually active, nearly 50 percent said that they did not use a form of contraception, such as a condom, that would protect them against sexually transmitted diseases, including AIDS.

Staying in Touch with the Beijing Conference

Welcome to BEIJING-L, a new mailing list for women only dedicated to the discussion of the United Nations Conference on Women, which will be held in September 1995 in Beijing.

Among the topics to be discussed are preconference events; prior U.N. Women's conferences; travel and tour arrangements; non-governmental organizations (NGO's); formal and informal reports on the status of women; job, volunteer, and organizational opportunities related to the conference; and post-regional and post-conference follow-ups.

BEIJING-L is a private and fully moderated list. For information, contact the list monitor, Jennifer Gagliardi, at gagliajn@netcom.com.



RESOURCES

Women's Studies

•The 1993-1994 Annual Supplement of *Women of Color and Southern Women: A Bibliography of Social Science Research, 1975-1988* is now available from the Center for Research on Women. Like former supplements, this edition is organized around such topics as culture, education, employment, family, health and mental health, and political activism. It offers more than 11,000 citations to works in sociology, history, literature, psychology, economics, women's studies, racial and ethnic studies, criminal justice, and health and mental health from books, journal articles, unpublished papers (dissertations and papers presented at conferences), and films and videos.

This is the fifth volume in the series of annual supplements. All five are available for $40; the 1993-1994 edition costs $10, from the Center for Research on Women, University of Memphis, Clement Hall, Memphis, TN 38152.

•*New Books on Women and Feminism*, No. 24, covers books published in 1993 and 1994, describing briefly nonfiction, poetry, and

dramatic works arranged in 28 broad categories including anthropology, history, humor, language, lesbian studies, sexuality, and the women's movement. The 72-page booklet, indexed by author and subject, was prepared by Phyllis Holman Weissbard.

Annual subscriptions cost from $7 to $46. The fee covers most of the publications of the Women's Studies Library, including *Feminist Collections and Feminist Periodicals*. Write Phyllis Holman Weissbard, Women's Studies Librarian for the University of Wisconsin System, 430 Memorial Library, 728 State Street, Madison, WI 53706.

•"Choosing Our Words Carefully: A Review of Women's Studies Textbooks" by Terry Brown reviews 15 introductory texts in women's studies, and "New Reference Works in Women's Studies" reviews 15 new works, including those on African-American manuscript sources, women educators, literary criticism, women in science, women of Yemen, Jewish women, and work in developing countries. The articles appear in *Feminist Collections*, which, as always, contains thoughtful analyses, reviews, articles, and good information. The fall 1994 issue, in which these reviews appear, contains articles on women's humor, information about feminist presses, women's periodicals, bisexuality, electronic resources, and an oral history labor project.

•*Feminist Economics* is a new interdisciplinary journal seeking submissions on subjects such as feminist inquiry into economic issues affecting women, men, and children; feminist rethinking of theory and policy, including those issues not related to gender; and feminist analysis into economics, the economy, and the underlying constructs of economics as a discipline.

For information about the journal or submissions, write Diana Strassmann, Editor, *Feminist Economics*, MS 9, Rice University, 6100 South Main Street, Houston, TX 77005-1982.

•Looking for films and videos about women? Write First Run/Icarus Films for their free catalogue of videos and films covering women from all over the world and including such topics as rape, gender and politics in editorial cartoons, Islam and feminism, Native People in Canada, and the first domestic workers union formed by Black and Hispanic women.

Contact First Run/Icarus Films, 153 Waverly Place, New York, NY 10014.

•Here's an idea for information to include in a report on women's studies or women's research centers. The 1993-1994 annual report of the Center for Advanced Feminist Studies at the University of Minnesota lists all of its faculty and their achievements, including their publications, lectures, professional service, and awards, for the period the report covers.

Women in Science

•The Women in Engineering Initiative at the University of Washington uses e-mail to link all its participants. Several different lists for the Initiative's difference programs (graduate, mentor, freshman intervention, and big sisters) are used to disseminate information about WIE events, scholarships, job advertisements, and to answer any questions students might have.

The university provides free access to e-mail and WIE encourages students to set up accounts.

•*Warming the Climate for Women in Academic Science* summarizes the problems women face as undergraduates, graduate students, and faculty, and includes over 60 recommendations aimed directly at students, faculty, and administrators, providing direction for individual and institutional change. The 44-page monograph, by Angela B. Ginorio of the Northwest Center for Research on Women, is richly documented with research throughout and includes a selected bibliography and list of resources.

The publication is available for $10 plus $5 for shipping and handling from the American Association of Colleges and Universities, 1818 R Street NW, Washington, DC 20009.

•*Taking the Initiative: Report on a Leadership Conference for Women in Science and Technology* presents short summaries of presentations at a 1994 conference, covering barriers, communication, and motivation. The 39-page report is available from the Association for Women in Science for $8.50 for nonmembers. Other publications and resources about women in science are also available from AWIS, 1522 K Street NW, Suite 820, Washington, DC 20005.

Black Women

A video of the two-hour teleconference on "The Sisterhood and the Academy" is now available. Featuring a number of Black notables such as Johnnetta Cole, Beverly Guy-Sheftall, Joyce Ladner, and Julianne Malveaux, the conference covered strengthening the bonds among Black women on campus,

feminism and the race factor, points of solidarity and departure among race, class, and gender issues, lives of Black women students, and other issues.

The video, which costs $395, can be obtained from Black Issues in Higher Education, Telecommunications Department, 10520 Warwick Avenue, Suite B-8, Fairfax, VA 22030-3136; 703-385-2981.

Electronic Resources

•**Questions about the Internet?** Wondering about women and the Internet? Join Women-online, a women-only mailing list to help women with questions about the Internet, from e-mail and gopher to UNIX commands.

Discussion topics include comments on and analyses of gender and sexism on the Internet. Contact listowner Amy T. Goodloe at owner-women-online@netcom.

•**Questions about women's health?** The Office of Research on Women's Health at the National Institutes of Health provides information electronically about the office, as well as fact sheets, seminars, publications, events, research and career development opportunities, and meetings dealing with women's health issues.

For information about the ORWHnews Conference on Internet, contact Joyce Rudick at the Office of Research on Women's Health, NIH, 9000 Rockville Pike, Building 1, Room 201, Bethesda, MD 20892-0161, or call 301-402-1770.

•**Mujer-L** is an e-mail list about Chicana and Latina issues. Send a subscription message to: LISTPROC@LMRINET.GSE.UCSB.EDU.

•**Gender-set** discusses research on gender, science, technology, and engineering. To subscribe, send to MAILBASE@MAILBASE.AC.UK the following subscription message: join GENDER-SET yourfirstname yourlastname e-mail address

Women Around the World

•How many centers for research on women outside of the United States are there? "International Centers for Research on Women" lists more than 155 centers in 66 countries. Compiled by Mariam Chamberlain, the 44-page listing can be ordered from the National Council for Research on Women, 530 Broadway, 10th floor, New York, NY 10012-3920 for $12.

Japan, for example, has a National Women's Education Centre which promotes women's education. It conducts various programs, including research, and collects Japanese and foreign materials for study and research on women and the family. It also constructs databases and networks nationally and internationally with organizations and individuals. For further information, contact them at 728 Sugaya, Ranzan-machi, Hiki-gun, Saitama 355-02, Japan.

•For international news about women, read *WIN NEWS*, Women's International Network, a quarterly magazine which covers a wide array of information from all over the world, such as women and the United Nations, women and violence, women's health, women and development, political and legal activities, and women and media; it includes reports from Africa and the Middle East, Asia, the Pacific, Europe, and North and South America. Most issues are 80 to 90 pages. The publication is celebrating its twentieth year.

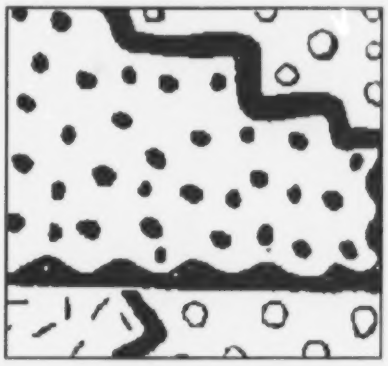
For information contact, Fran P. Hosken, Editor, *WIN NEWS*, 187 Grant Street, Lexington, MA 02173. $40 per year with an institutional check; $30 by personal check.

Women with Disabilities

As part of the international women's conference in Beijing, a number of other conferences are being held before it begins. The International Symposium on Issues of Women with Disabilities will be held in Beijing on August 29, 1995. For information, contact Mobility International U.S.A., phone (voice and TDD): 503-343-1284; fax: 503-343-6812. An information packet about the conference is available in regular and large print and on cassette. A $5.00 donation is requested for the packet.

Resource: Getting Older and Looking for $$$$$ for School?

Take a look at *The Back-to-School Money Guide: A Financial Aid Guide for Midlife and Older Women Seeking Education and Training* published by the American Association of Retired Persons. It provides details on scholarships targeted for older women, federal and state funding sources, and information about how to get financial aid. For a free copy, send a postcard to D15400, AARP Fulfillment (EE0739), P.O. Box 22796, Long Beach, CA 90801-5796.



ACE OFFICE OF WOMEN IN HIGHER EDUCATION

Among the participants at this year's annual ACE/NIP Leaders' meeting in Washington, D.C. were more than 30 women whose successful efforts have advanced the cause of women in higher education across the country. These women, all coordinators of state National Identification Programs, came together to share their experiences, renew their energies, and pledge anew their commitment to the state and national NIP agenda.

This year's meeting opened with an announcement by Donna Shavlik, Director of the Office of Women in Higher Education, that Judy Touchton has been appointed Director of the National Identification Program. While Donna will remain intimately involved with the NIP, Judy will assume primary responsibility for continuing to build this strong national network for women in higher education.

As is customary at annual ACE/NIP meetings, each NIP coordinator was asked to share the highlights of activities and initiatives undertaken in her state during the past year. The reports were rewarding and energizing, especially those coming from states that have amassed more than a decade's experience in offering seminars, workshops, retreats, and conferences for women educators. For example: Colorado offered for the 11th consecutive year "Academic Management Institute," Iowa sponsored its 13th annual "Way Up" conference, and Maryland held its 9th "Annual Dinner for Women Legislators." Just as heartening as the highlights of established events, however, was news of the innovative approaches that some states have successfully undertaken to advance women in higher education. Research completed by the North Carolina program, for example, drew attention to women's underrepresentation in the highest administrative levels at the state's colleges and universities. Since their report was issued, two of the four newly appointed college presidents in North Carolina have been women.

In contrast to the high spirits and energy that characterized much of the meeting's opening day—as we all welcomed the news of successful state initiatives and noted the progress that has been made—the day's closing session brought about more serious discussion of the work that remains. In particular, state coordinators focused their attention on the current challenges at the national level. A number of political movements, including the California legislative proposition on Affirmative Action, and the state and national efforts at welfare reform, are of particular concern. It was noted that these types of political and economic trends threaten the progress that women and minorities have made. Affirmative Action has been a driving force in opening up opportunities for underrepresented minorities—women included—in higher education and other professional fields; the potential loss of impetus and the jeopardy into which years of progress are suddenly cast are chilling prospects. The group noted with dismay that many of these trends, including the welfare reform initiatives, focus on groups which historically have not had an influential public voice in policy debates—women, children, and minorities. An observation Abigail Adams wrote to her husband John Adams (1777) seems an appropriate reflection, "If particular care and attention is not paid to the ladies, we are determined to foment a rebellion, and will not hold ourselves bound by any laws in which we have no voice or representation."

While the somber challenges that await women in higher education cannot be ignored, the state coordinators left Washington on Friday, April 21, rejuvenated by each other's successes, and by the commitment they share to advancing women in higher education. Most important, they returned to their respective states with a sense that progress will continue through the leadership and hard work of women in colleges and universities across the country.

Notes prepared by Dr. Carol A. Moore, Provost and Vice President for Academic Affairs, Mercy College, Dobbs Ferry, NY.

The Project on Women's Commissions Needs Your Help

The Office of Women in Higher Education at the American Council on Education and the Association of American Colleges and Universities' Program on the Status and Education of Women are jointly conducting an examination of the ways in which change takes place on behalf of women within higher education. We are particularly interested in looking at the role of women's commissions and committees and would appreciate if you would take a few minutes to respond with your "first impressions" to each of the following questions:

1. What are the "hot" issues on your campus?

2. What does it take to create change on your campus?

3. What structures (e.g,. a women's commission, women's center, staff member whose job it is to address women's issues, women's studies program) exist on your campus that serve to advocate for women? Who are they primarily designed to serve (e.g., faculty, administrative staff, support staff, students)?

Please include the name of your institution. If you are willing to be contacted for further information, include your name, address, and phone number. You may respond via e-mail to eperl@umdacc.umd.edu or mail your response to Project on Women's Commissions, Office of Women in Higher Education, ACE, One Dupont Circle, Washington, DC 20036.

University of North Texas

HISTORY: U. S. military, post Civil War. Assistant/Associate Professor. Ph.D. required. The University of North Texas, a comprehensive research university with an enrollment of 26,000 students located in the Dallas/Fort Worth metropolitan area, invites applications or nominations for a position beginning in the fall semester, 1995, pending budgetary approval. Review of applications will begin 1 June 1995 and will continue until the position is filled. Send letter of application, C.V., and three letters of recommendation to Richard M. Golden, Chair, Dept. of History, University of North Texas, Box 13735, Denton, TX 76203-6735.

Women, minorities, and disabled persons are encouraged to apply.
AA/EOE

Cornell University

Department of Fruit and Vegetable Science

Assistant Professor

A twelve-month, tenure-track position in extension (60%) and research (40%) will be available March 1, 1996, in the Department of Fruit and Vegetable Science. **Extension:** Help lead the multidisciplinary, statewide extension program for fresh market vegetables grown on mineral soils, cooperating with faculty in various departments, regional vegetable specialists, extension agents, and vegetable growers. Coordinate adaptive demonstrations to provide information on cultural practices and choice of cultivars. Provide training and technical support to extension staff; participate in statewide technology transfer programs. **Research:** Develop and carry out a program addressing the needs of New York fresh market vegetable industry. **Other:** Participate in graduate education, present occasional guest lectures in courses, and seek external funding in support of extension and research programs. Qualifications: Ph.D. in horticulture or closely related science, with extensive training in vegetable crop production. Experience or course work in cooperative extension and sustainable agriculture desirable. **Submit** letter of application, resume, academic transcripts, and names and addresses of three references to: E. E. Ewing, Department of Fruit and Vegetable Science,Cornell University, Ithaca, NY 14853-0327. (607) 255-4568; FAX (607) 255-0599. **Closing date for applications:** November 1, 1995.

Cornell University is an Equal Opportunity/Affirmative Action Employer. Minorities, women, and the handicapped are encouraged to apply.

Women in Action: Facing the Challenges of the 21st Century

A National Women's Conference
Sponsored by the California State University, Long Beach
President's Commission on the Status of Women

March 28-30, 1996

The general theme of the conference will focus on women as change agents. The conference will serve as a national forum to encourage dialogue, to foster the exchange of ideas and viewpoints on issues affecting women, and to demonstrate how women's lives interrelate regardless of background. The structure of the conference will incorporate national, state, and local keynote speakers, general sessions, panel presentations, roundtable discussions, and interactive workshops. Topic areas are Education, Business, Politics, Health, the Arts, Social Issues, Family, Spirituality, and the Sciences.

Preliminary proposals for panels, presentations, or workshops are being solicited by the program committee. Contact:

Carol Itatani, Program Chair
Biological Sciences
California State University
Long Beach
1250 Bellflower Blvd.
Long Beach, CA 90840
Fax: 310/985-2315

Initiatives

NAWE's Award-Winning Journal

Call for Manuscripts

We welcome submissions on virtually any subject that addresses in a meaningful way the education, interests, needs, or personal and professional development of women and girls. Known for focusing on important subjects not yet extensively covered elsewhere, *Initiatives* has published special issues on such diverse themes as gender equity in math and science, women's colleges, men's studies, women's centers, Black women in higher education, women's athletics, and feminism on a Catholic campus. Articles in recent issues have addressed such topics as pay equity, women's leadership, campus climate, dual career families, women in aviation, women on nonprofit boards, the artist as feminist, reentry women, gender differences among faculty, moral development, mentoring, journal keeping, curriculum transformation, women and humor, and self-defense.

Manuscript guidelines appear in every issue or can be obtained from the editor. Queries are welcome.

Patricia A. Farrant, PhD
Editor, *Initiatives*
c/o American College Testing
P.O. Box 168
Iowa City, Iowa 52243
319-337-1409

Gender Equity in Math and Science

The sixteen articles in this special two-part focus of *Initiatives*, the award-winning journal of the National Association for Women in Education (NAWE), explore what we can do to increase the number of girls and women who take courses in math and science and consider and enter careers requiring skills in these areas. They provide a useful overview of the current situation, details about successful initiatives and programs, models for replication, strategies for recruitment and retention, pyschological and sociological perspectives, and suggestions about what remains to be done to help assure access and equity for girls and women.

Two issue set: $26.00 (postage included) All orders must be prepaid.

Order from NAWE at the address on outside back cover.

HOW TO ADVERTISE IN About Women on Campus

It's easy—and cost-effective—to advertise in *About Women on Campus!*

Quarter page (3½" x 5")	**$150**
Half page (3½" x 9½" or 7" x 5")	**$200**
Full page (7" x 9½")	**$300**

We can accept camera-ready display ads or set type from your copy.

For more information or to reserve ad space, call 202-659-9330 or FAX 202-457-0946, or write to the address on the back cover.

☐ YES

I am concerned about women on campus and want to enter my subscription to ***About Women on Campus****.*

☐ AND

I want to know more about the National Association for Women in Education, one of the nation's oldest national professional education associations. ***Send me information about membership****.*

SUBSCRIPTION RATES:

Individual	1 year (four issues)	**$20**
	2 years (eight issues)	**$35**
Institution	1 year (four issues)	**$28**
	2 years (eight issues)	**$50**

Foreign subscriptions: Please add $7.00 per subscription to cover additional postage.

Discounts are available for bulk subscriptions mailed to a single institutional address. Call 202-659-9330 (FAX 202-457-0946) for details.

Name

Title

Institution

Address

City/State/Zip

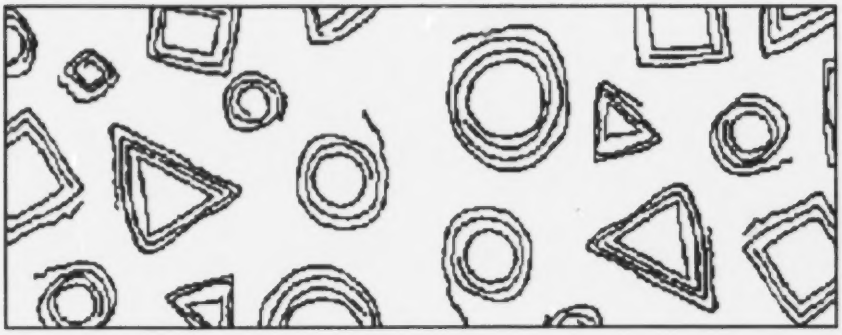
Send subscription form and check or institutional purchase order made payable to NAWE to: About Women on Campus, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511

National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington, DC 20036–6511

Second Class
Postage Paid at
Washington DC

ERIC
GAIL MATHEWES
1301 PICCARD DR #300
ROCKVILLE,MD 20850

HE



ABOUT WOMEN ON CAMPUS

FALL 1995 • VOLUME 4 • NUMBER 4

WORKING IN ACADEME

ADMISSIONS TO POLITICAL SCIENCE DEPARTMENT HALTED BECAUSE OF BIAS

When a report criticized the University of British Columbia (Canada) for not responding to widespread allegations of sex discrimination in the political science department, university president David Strangway ordered in June 1995 that no more graduate students be admitted to the program until the climate for students improves. The suspension of admissions will remain in effect "until there are satisfactory provisions in place relating to educational equity and a learning and working environment that is free of harassment and discrimination."

The 174-page report by a Vancouver attorney specializing in sexual harassment was a study conducted at the university's request and listed numerous student allegations against faculty members, including racist attitudes and "sexual terrorism." Over 225 faculty members and students were interviewed. The report cited numerous instances of improper behavior, such as posting crude cartoons on office doors and provocative questioning during oral exams.

As far as is known, this is the first time that admissions to a department of a postsecondary institution have been halted because of discrimination.

POLITICAL SCIENCE DEPARTMENT AT UNIVERSITY OF MANITOBA ALSO UNDER FIRE

An official report by three academics criticized the political science department at the University of Manitoba (Canada) for having an "inhospitable" climate for women.

Although the dean of arts refused to release the report, the dean ended the five-year term of the former department head one year early. In addition, the university is allocating funds for new tenure-track positions; at least three are to be filled by women and one woman is to be hired with tenure.

Last year the political science department at the University of Manitoba was also under fire. (See *About Women on Campus*, Winter 1994, p. 11.)

WOMEN FACULTY: THIS IS PROGRESS?

Some things change slowly or not at all. Consider the following:

- 1975: 46 percent of women fulltime faculty members had tenure.
- 1992: 46 percent of women fulltime faculty members had tenure.

Tenured women reached a high

CONTENTS

Working in Academe 1

From Around the Campus 4

Sexual Harassment 5

Sexual Assault 8

Women's Studies 9

Women in Athletics 10

Miscellany 12

Resources 13

ACE 15

Job Opportunities 16

Women's Issues Project

National Association for
Women in Education
Suite 210, 1325 18th Street NW
Washington, DC 20036-6511

Project Director: Patricia A. Farrant

Editor: Bernice Resnick Sandler

The Women's Issues Project of the National Association for Women in Education publishes the quarterly newsletter *About Women on Campus* in cooperation with the Center for Women Policy Studies to provide information about programs, issues, and concerns of women students, faculty, and administrators. Association members receive *About Women on Campus* as part of their $75 membership fee. Individual subscriptions are $20 for one year and $35 for two years. Institutional subscriptions are $28 for one year and $50 for two years.

ISSN: 1061 768X

Application to mail 2nd class postage rate pending at Washington, DC. Postmaster: Send address change to *About Women on Campus*, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511.

Volume 4, Number 4, Fall 1995

© 1995 by the National Association for Women in Education

The National Association for Women in Education is an independent nonprofit professional organization dedicated to the education and professional and personal development of women and girls. An important force in American education for more than 75 years, the Association is at a crossroads, serving new populations, expanding its services, and developing new and innovative programs to meet the ever-changing needs of women in education.

The National Association for Women in Education does not discriminate on the basis of race, color, national origin, religion, sex, age, affectional or sexual orientation, or disability in any of its policies, procedures, programs, or practices.

Published with support from the Marriott Corporation, Education Services.

of 48 percent in 1982, but the percentage dropped thereafter, back to 46 percent.

Or this:

- 1982: Women who are full professors earned 89 percent of the salaries earned by their male counterparts.
- 1995: women who are full professors earned 88.5 percent of the salaries earned by their male counterparts.

Or this:

- 1982: Women assistant professors earned 92.9 percent of the salaries earned by men at the same rank.
- 1995: Women assistant professors earned 93.3 percent.

Or this:

- 1982: 27 percent of all faculty are women, although women obtain 35 percent of all PhDs—an 8 percent gap.
- 1994: 31 percent of all faculty are women, although women earn 47 percent of the all PhDs—a 16 percent gap.

The pattern of institutional affiliation has remained the same for women teaching full time for more than thirty years: the more prestigious the institution, the fewer the women, so that women are most prevalent at public two year colleges (37.9 percent) and least likely at private research universities where they comprise 19.5 percent of the faculty.

The data appear in "Women Faculty: Frozen in Time" by Martha S. West, in *Academe*, July-August 1995, Vol. 81, No. 4.

West notes that persistent gender differential in faculty hiring, salaries, and institutional affiliations "reflects the same gender bias...found throughout the American work force." The article concludes with strategies for change.

COURT RULES ELIMINATING ALL-FEMALE DEPARTMENT IS NOT SEX DISCRIMINATION

When the University of Iowa eliminated its dental hygiene department, three female professors charged the university with sex discrimination, because the entire department, both faculty and students, were women. They claimed the deans of the college of dentistry, all of whom are male, wanted to get rid of the program because of the women's efforts to upgrade the duties of hygienists.

Nevertheless, the jury found that Iowa had retaliated against the women when they spoke out against closing their department, by demoting the three and giving them small pay raises. The jury awarded them $214,000 in damages and back pay.

JURY DEADLOCKS IN COLBY DISCRIMINATION CASE

A trial involving a faculty member at Colby College (ME) has ended in a mistrial. Rebecca Gerber charged that she was forced by the music department to teach more courses than male faculty, given less credit than men for the work that she did, treated differentially, and not given tenure.

The jury did agree that Gerber was qualified for tenure but could not agree whether sex discrimination was involved. The case is expected to be retried.

NOT ALL SPEECH IS PROTECTED

A federal appeals court has upheld the firing of a coach who used the word "nigger" during a team meeting, thereby rejecting his claim that Central Michigan University had violated his free speech rights.

Former basketball coach Keith Dambrot, who is white, had told his players, "You know, we need to have more niggers on our team." When the incident became public, university officials dismissed Dambrot because his ability to lead the team was diminished by the resulting public outcry.

The appeals court agreed with the lower court's ruling that Dambrot's remarks were not a matter of "public concern" and therefore not protected by the First Amendment.

DOMESTIC PARTNER BENEFITS INCREASING

Although most institutions do not offer benefits to domestic partners, the number that do has been increasing as institutions try to attract and retain top-notch faculty and to comply with faculty policies which sometimes prohibit discrimination on the basis of sexual orientation.

A study by the College and University Personnel Association, which surveyed 133 institutions, found that 35 institutions did offer benefits to domestic partners and another 24 were considering it.

The number of recipients receiving such benefits was small; 20 institutions reported fewer than 10 participants, 4 reported fewer than 20, and only two reported 50 or fewer.

In contrast, a plan to provide benefits to domestic partners at West Virginia University was approved and then withdrawn a week later when trustees questioned the appropriateness of the plan and said they would study the issue.

TIAA allows domestic partners to apply for life insurance under its Teachers Life Preferred program.

AAUP CONDEMNS DISCRIMINATION BASED ON SEXUAL ORIENTATION

At its 1995 annual meeting, the American Association of University Professors endorsed a resolution condemning discrimination based on an individual's sexual orientation in selecting faculty, granting promotion or tenure, and providing other conditions and benefits of academic life.

NOTABLE QUOTE:

"...and forget the Nobel Prize: of the 131 scientists who have won it in the last 20 years, only 4 have been women, all in physiology or medicine. If there is a trend afoot, it has a distinct limp."
—Natalie Angier, in "Why Science Loses Women in the Ranks," *New York Times*, May 14, 1995.

RESOURCES

Breaking Anonymity: The Chilly Climate for Women Faculty describes the chilly climate for women faculty in Canada and what can happen when women on campus document the climate and try to warm it up. Although several of the articles are specific to particular institutions, the experiences described are instructive because they are the ones prevalent everywhere, in both Canadian and U. S. institutions.

The book also includes articles about race relations, Native women in Canada, and lesbians. The 390-page book (paper) was edited by the Chilly Collective which consists of 27 women. Available for $24.95 (US), the book is published by Wilfrid Laurier University Press, Waterloo, Ontario, Canada N2L 3C5, 519-884-0710.

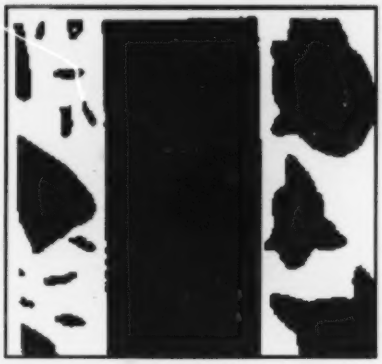
Tenure, Discrimination and the Courts, revised and updated in its second edition, summarizes case law involving charges of discrimination made against colleges and universities and analyzes personnel practices concerning promotion and tenure. It discusses relevant legislation and the rationales courts use in deciding cases. Author Terry L. Leap also provides a chart of cases, suggestions for ways in which institutions can reduce the likelihood of suits, and a bibliography.

Anyone interested in preventing, contemplating, or engaged in litigation will find this book helpful.

The 240-page book is indexed, and is available from the ILR Press, Cornell University Press, Ithaca, NY for $16.95 (paper).

NATIONAL ASSOCIATION FOR WOMEN IN EDUCATION JOINS THE WASHINGTON HIGHER EDUCATION SECRETARIAT

The National Association for Women in Education has been invited to join the Washington Higher Education Secretariat, which includes the major national higher education associations, such as Association of American Universities, National Association of State Universities and Landgrant Colleges, and American Association of State Colleges and Universities. The Secretariat, which is coordinated by the American Council on Education, meets regularly to coordinate efforts of the higher education community on national issues, including legislation.



FROM AROUND THE CAMPUS

FAULKNER'S STRUGGLE PAVES WAY FOR OTHERS

Although Shannon Faulkner, the Citadel's first female cadet, dropped out shortly after enrolling, the lawsuit she started is far from over. Nancy Mellette, a 17-year-old cadet at Oak Ridge Military Academy, is applying for admission to the Citadel. A judge was expected to rule on whether she could enter Faulkner's lawsuit; otherwise Mellette's attorney plans to file a separate lawsuit. More than 150 other women have applied for admission.

The court also has to rule on whether an alternative program for women at Converse College is constitutionally valid as a way to provide women with a military-style education. Earlier the court had ruled in favor of a plan by Virginia Military Institute to remain all male by adopting a separate military program at Mary Baldwin College. Both cases are expected to be appealed ultimately to the U.S. Supreme Court.

Mellette's father is a Citadel graduate and her brother is a senior there. She noted that the Converse College alternative program does not offer electrical engineering courses, which she would like to take.

On Faulkner's Leaving the Citadel. . .

Much has been written about Shannon Faulkner's departure from the Citadel. Those who are quick to criticize her: Try to imagine that you wanted a particular job and that a court forced the company to hire you, at least temporarily. Think what it would be like if, for two years, as the case proceeded through the courts, virtually none of your co-workers would talk to you, except to harass you. Try to imagine that they would not allow you to eat with them in the company cafeteria, nor use their facilities, nor wear the company uniform.

Pretend your family was threatened and their home vandalized. Think what it would be like to see bumper stickers, tee shirts, and posters around your town ridiculing you for trying to stay on your job. Try to imagine death threats, so that when the court finally asserted your right to a regular position, federal marshals had to escort you to work and that the company spent $25,000 for your "security."

Shannon Faulkner endured all of this and more. She didn't "give up" after one day of Hell Week. She had already endured two years of Hell Week as a day student attending the Citadel.

There is no shame in saying "I've had enough. I've done my part in making it possible for women to someday obtain the same education as their brothers in South Carolina. It is time for someone else to carry the torch."

Let no one cast stones at this brave young woman who endured more than most of us would be able to.

Bernice R. Sandler

US TAKES VMI CASE TO SUPREME COURT

The U.S. Department of Justice has asked the U.S. Supreme Court to order Virginia Military Institute to admit women students, stating that the state of Virginia's plan to have a separate, women-only academy is sex segregation.

The suit was first filed in 1989, when an unidentified female was refused admission and the Justice Department filed suit. Although a lower court found that the all-male admission policy was illegal, the Circuit Court allowed a new program for women to be created at Mary Baldwin College, a nearby women's college. The women will have one day of military training per week.

The Department of Justice stated in its brief to the Supreme Court that the program lacks the prestige of VMI and "relies on stereotypes that reflect notions about women in conflict with this Court's own cases."

About 35 women have enrolled for the fall semester's Virginia Women's Institute for Leadership program at Mary Baldwin.

GENDER BALANCE ON INTERNET NOT AS BAD AS SOME HAVE SAID

Some people had estimated that men outnumber women on the internet by 9 to 1. A recent survey by John Quarterman of Matrix Information and Directory Services shows that the common wisdom is wrong. The gap is closer to 2 to 1: men, 64 percent; women, 36 percent.

On campus, the percentages are even closer: 59 percent men compared to 41 percent women. Quarterman points out that men, however, may use the Internet more.

Nevertheless, the 2-to-1 ratio means that women are on the Internet to stay.

CATHOLIC COLLEGE AND ARCHBISHOP CLASH OVER ADDRESS BY STEINEM

When Planned Parenthood rented the amphitheater of Dominican College of San Rafael (CA) for a fund-raiser with Gloria Steinem as speaker, Archbishop John R. Quinn, who has no authority over the Catholic liberal arts college, nevertheless sought to convince the trustees that it was inappropriate for a Catholic institution to allow the rental because the program involved a group that advocates abortion rights.

The trustees met and issued a statement: "When rental events are open to the public, the college's chief criterion is that they be educational in nature. Ms. Steinem's role in the public eye and as an opinion shaper on issues of significance to women qualifies this event for our facilities rental guidelines. The college does not seek to judge or endorse a speaker's comments or the political positions of a sponsoring organization."

Steinem gave her talk on June 9.

"POTTY PARITY" STUDY AT CITY UNIVERSITY OF NEW YORK

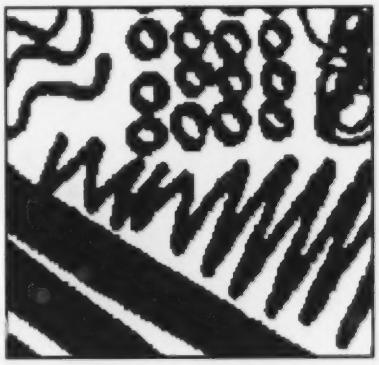
The City University of New York has requested $200,000 to study the feasibility of adding more women's restrooms. Although nearly two-thirds of the students at the university's 11 senior colleges are women, about two-thirds of the toilets are for men. Women students have complained about the long lines, particularly during class changes.

The funds would be part of a $540,000 fund for capital projects that the university is requesting.

RESOURCE: Single-Sex Education: A Public Policy Issue

This report examines policy issues in single-sex education. It summarizes relevant legislation and case law as well as the answers to a series of questions asked of academics and researchers, government officials and legislators, public interest groups and educational associations, and practicing lawyers and legal scholars.

The 45-page booklet was prepared by students in the Graduate Program in Public Policy and Administration, School of International and Public Affairs, for the Center for Advanced Study in Education, City University of New York Graduate Center, New York, NY 10036.



SEXUAL HARASSMENT

COURT RULES SCHOOLS LIABLE IN SEXUAL HARASSMENT SUITS

A federal court has ruled that in sexual harassment suits, educational institutions are liable for the conduct of their employees. Lawyers from the Virginia state attorney general's office representing Virginia Commonwealth University had argued that educational institutions should not be held liable for the conduct of their individual professors.

In June, Judge Robert H. Merhige ruled that schools are "absolutely" liable for incidents in which a professor uses academic power in pursuit of sexual favors. The ruling was in response to preliminary motions in which the school had argued that academic freedom meant that they could not police professors. Judge Merhige ruled that the school can be held responsible even if it responded quickly to handle the problem.

This is the first time a judge has ruled that schools are responsible for the actions of professors toward students in the same way that federal workplace laws make employers responsible for the actions of managers and other employees. Last year, the Supreme Court let stand a lower court ruling that made Columbia University responsible for the actions of a supervisor who forced a student employee to sleep with him, even though the university had reasonable procedures in place and handled the incident promptly. (See *About Women on Campus*, Fall 1994, p. 5.)

The case at VCU involved a professor who punished a student who failed his exam by pulling her across his lap and spanking her. He also insisted she bring a hairbrush to the next exam so he could spank her again if she did not pass. He had been found guilty of criminal charges earlier.

The case, *Kadiki v. Virginia Commonwealth University*, was heard in July and resulted in a hung jury. It will be retried in fall 1995.

WILLIAM AND MARY SUES PROFESSOR ACCUSED OF HARASSMENT

In what may be a first, the College of William and Mary is suing a professor in federal court, claiming that **he** should pay for any damages awarded in a sexual harassment case. The college is being sued for $2 million under Title IX by graduate student Karen Veselits, who stated in her complaint that her professor, Ismail Abdalla, made repeated requests for sexual favors and then gave her a low grade when she refused. Veselits also charges that the school mishandled the sexual harassment complaint she made in 1993. As part of its defense, the school filed a third-party complaint against the professor, stating that he should pay any damages awarded to the student.

The case is unusual in that institutions typically defend faculty members until they are found guilty. Universities and colleges are apparently concerned about the increasing number of sexual harassment complaints being filed and the possibility of multi-million dollar claims. The William and Mary suit attempts to shift that liability to the harasser.

In its brief, William and Mary noted that sexual harassment is against college policy and that a ruling in favor of the student would mean that Abdalla failed to uphold a specific duty to not expose the school to violations of federal law, and that he had breached his employment contract and his legal duty to the school.

Two issues are involved here: Is a school responsible for the actions of the employees it hires? So far, the courts have said yes. (See above article.) The second issue is whether a school can sue a professor who has exposed it to liability. That issue, so far, is untested in the courts.

CASE SETTLED

When Lisa Topol sued not only her own institution (the University of Pennsylvania), a professor who coerced her into sexual relations, and the professor's previous employer (Bates College), some people in higher education had reason to worry. Although there are no figures to document how widespread the practice is, in some instances, institutions have allowed faculty members accused of sexual harassment to resign or leave without anyone informing their next employer about the charges when recommendations are given.

The cases have all been settled, but none of the terms have been disclosed. In an earlier settlement with the University of Pennsylvania, Malcomb Woodfield had resigned his teaching post, claiming he had violated university ethics but that he had not harassed the student.

THE MONEY WATCH

Female faculty member gets $15,000 to settle sexual harassment suit against another faculty member in the history department at the University of California at Chico. Jaqueline Barnhart had criticized Joseph R. Conlin earlier for sending an off-color memo to faculty members concerning a faculty-student conference room and faculty-student sexual relationships.

Barnhart, who was the person handling sexual harassment for the university, claimed the memo created a hostile environment. She subsequently filed a suit claiming that the school had not handled her complaints against Conlin, who had sent her threatening letters and shouted obscenities at her after she criticized his memo.

Conlin plans to sue the university to pay his legal fees for defending himself. (See *About Women on Campus*, Spring 1995, p.13.)

Applicant to music program is awarded $90,000. A state court of appeals upheld that the University of Washington was liable for the behavior of its employees and must pay damages of about $60,000 plus additional costs of about $30,000. Elizabeth Reinhart, a 42-year-old applicant to the university's school of music voice program, charged that Frank Guarrera, a music professor, had sexually attacked her when she auditioned for admission to the program.

The university was considering filing suit against Guarrera (who has since retired) in order to recover payment for the amount ordered by the court.

Male professor awarded nearly $1 million by a federal jury which upheld his claim that he was improperly dismissed from his tenured position in 1993, when he was accused of sexually harassing a student. Richard K. Dinsmore, who has asked for reinstatement at the University of Maine at Fort Kent, was awarded $805,000 plus an estimated $100,000 to cover legal fees.

PAID LEAVE AS PUNISHMENT (OR REWARD?) FOR SEXUAL HARASSMENT

Suspended for three semesters with pay, one without, is the penalty for Stephen Dobyns, a well-known writer at Syracuse University, who was accused of throwing a drink at a student during a party, calling her a "Stalinist bitch" and making comments about her breasts. (See *About Women on Campus*, Summer

1995, p. 8.) He will also be required to perform community service with local organizations that meet "special needs of women" and to seek treatment for alcohol abuse.

The student, Jennifer M. Cotter, described the punishment of a three-semester paid vacation as a reward for sexual harassment.

One year paid sabbatical for chancellor accused of sexual harassment. When H. Daniel Cohen, Chancellor of Indiana University at South Bend, was accused of sexually touching and physically attacking a female employee, the university's affirmative action committee investigated. What it found was secret, but shortly thereafter, Cohen, who was presented with the committee's findings, was granted a one-year leave with pay, after which he will return to the faculty as a tenured professor of physics. Cohen merely stated in a message to faculty and staff that he had decided to step down.

Lynn Fall, coordinator of off-campus programs at the South Bend campus and the employee who was sexually harassed, has filed charges with the Equal Employment Opportunity Commission, charging that the university did not address her sexual harassment complaint adequately.

MALE PROF SUES FOR REINSTATEMENT AFTER DISMISSAL

A former law professor at the University of Kansas charges he was unfairly fired for moral turpitude. He had been accused of several instances of sexual harassment, including pressuring a student to perform oral sex.

A faculty panel heard 49 witnesses in 33 days of hearings before it decided that Emil A. Tonkovich should be fired. Tonkovich claims he was fired because he is conservative and that his constitutional rights of free speech and due process were violated during the hearing process.

FEMALE PROF WHO TALKED ABOUT FEMALE SEXUALITY NOT GUILTY OF HARASSMENT

When Joanne Marrow, a professor at California State University at Sacramento, showed slides of female genitalia and discussed female masturbation in her psychology class, student Craig Roberts filed a sexual harassment complaint with the university, charging that the lecture traumatized him.

After an investigation which included interviews with other students in the class, the institution ruled that although the lecture may have been offensive or unwelcome to Roberts, it was not sufficiently severe or pervasive to create "an intimidating, hostile or offensive learning environment."

CONNECTICUT MAKES COMPUTER HARASSMENT A CRIME

Harassment by computer is now a crime, at least in Connecticut, where Governor John C. Rowland signed a bill to prohibit it. Repeated phone calls and threatening mail have long been prohibited as forms of harassment, and supporters believe that the new bill merely extends already existing protections by utilizing established legal principles and applying them to new technology. Critics contend it is a step toward censorship on the Internet.

In 1980, a federal appellate court upheld Connecticut law which barred threatening acts with "the intent to harass, annoy, alarm or terrorize another person," noting that the harassing behavior would have to be alarming or annoying to a "reasonable person."

The new law would make threatening someone in the same way but by computer a misdemeanor punishable by up to three months in prison and a fine of up to $500. For someone who had previously been convicted of a felony, such a threat would be a felony punishable by up to five years in prison and a fine of up to $5,000. The law takes effect on October 1, 1995.

Michigan enacted a stalking law in 1992 that includes repeated and unwanted "mail or electronic communications." Arizona's anti-harassment law, also passed in 1992, includes threatening or harassing statements made by electronic means. Several states, including New York, are considering legislation to cover computer harassment.

MICHIGAN MAN WHO HARASSED ON INTERNET IS FREED BY JUDGE

A University of Michigan student who posted a graphic description of a rape using an actual student's name and a computer bulletin board has been freed from jail by a Michigan judge. The judge believed that the e-mail "was only a rather savage and tasteless piece of fiction."

The student, who was suspended from the University of Michigan as a result of his e-mail communications, had also written about his interest in torturing women and how he wanted to kill the named student, but later claimed it was just a fictional story.

RESOURCES

"Gender Stereotyping, Sexual Harassment and the Law" is the theme for the spring 1995 issue of the *Journal of Social Issues* (Volume 51, No. 1). Articles describe and

analyze the definition and measurement of sexual harassment, the interpersonal and intrapersonal dynamics of sexual harassment, individual and organizational responses, and legal applications of research.

Eugene Gorgida and Susan T. Fiske were issue editors of the 228-page issue. Requests for single copies should be addressed to J. S. Canner & Company, 10 Charles Street, Needham Heights, MA 02194, 617-449-9103.

The spring 1995 issue of *Synthesis: Law and Policy in Higher Education* examines sexual orientation as a matter of concern for colleges and universities. It covers subjects such as domestic partners, the right of association on campus, campus recognition of student groups, gay and lesbian social events, and constitutional rights. For further information, contact P.O. Box 15898, Ashville, NC 28813-0898, 704-877-8777.

Bernice Resnick Sandler is a Senior Scholar in Residence with the National Association for Women in Education. She consults regularly with institutions about issues such as the chilly climate and sexual harassment and has given over 1,700 campus presentations.

SEXUAL ASSAULT

UNIVERSITY BACKS DOWN ON ATHLETIC SCHOLARSHIP TO RAPIST

When George Washington University offered an athletic scholarship, worth about $100,000, to Richie Parker, a high school basketball player who had pleaded guilty to a charge of felony sexual abuse for his role in sexually assaulting a classmate, faculty members, students, and the community at large howled in protest.

Parker had just settled a civil lawsuit brought by the young woman he assaulted and apologized to her via telephone and a public statement. (The settlement stipulates that a share of Parker's earnings go to the victim should he enter professional basketball.) Within days, the university offered him the scholarship.

Almost simultaneous with the scholarship offer to Parker, GWU offered to his victim a full four-year scholarship, which is also worth approximately $100,000. (She was valedictorian of her junior high school and had a 90 average in high school before the incident.)

Although the woman is entering her junior year in high school, and the scholarship offer was made by GWU's attorney to the victim's attorney, GWU officials insisted that the scholarship was in no way related to "any recruiting situation being pursued by the University."

After being excoriated by women's groups, the media, alumni, and other members of the academic community, GWU withdrew the offer to Parker. Earlier, Seton Hall University and the University of Utah had withdrawn their recruiting efforts with Parker as a result of the sexual assault.

ATHLETES CHARGED IN SEXUAL ASSAULT AT UNIVERSITY OF MASSACHUSETTS

Three members of the hockey team at the University of Massachusetts at Amherst have been charged with assault, and a fourth with rape and sodomy. A woman student had been hiding from them in a bathroom and when she opened the door, she was sexually assaulted.

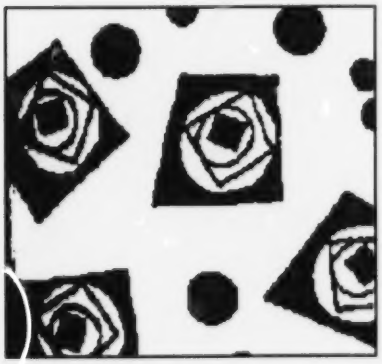
Because the woman had been drinking with the men in their apartment earlier in the day, some on campus blame her for her own rape. Others point out that consenting adults don't have severe bruises as did this woman, and that no one deserves to be raped, even if she drinks. The woman is a student counselor for alcoholic women and was an alcoholic herself; the day of the rape was the first time she had consumed alcohol in several months.

LOOKING FOR POSTERS TO FOR SEXUAL ASSAULT AWARENESS?

The Santa Monica Rape Treatment Center has just issued eight new posters. Aimed at both women and men, the posters display eye-

catching comments, such as "Even if it's your fault you got drunk, it's his fault you got raped," and a picture of a lawyer's business card with "Imagine telling your parents you need an extra $12,000 this semester."

Prints of these and eight earlier posters are available in three sizes and cost $ .50 to $3.00. Minimum order $5.00. For a booklet illustrating the posters, write the Santa Monica Rape Treatment Center, Santa Monica Hospital Medical Center, 1250 Sixteenth Street, Santa Monica, CA 90404.



WOMEN'S STUDIES

FORD FOUNDATION DEVELOPS NEW INITIATIVE

In keeping with its interest in transforming college curriculums, the Ford Foundation has awarded six grants to combine women's and area studies, so that women's studies reflect a global perspective and area studies incorporate women.

The grants will be used to develop new courses and revise existing ones. Information developed under the grants will be disseminated electronically and through visiting scholars.

The grants, which are the first in this initiative, went to Spelman College, State University of New York at Albany, University of Arizona, University of Maryland at College Park, the University of Wisconsin at Madison, and the Five Colleges, Inc., (Amherst, Hampshire, Mount Holyoke, Smith, and the University of Massachusetts at Amherst).

For further information, contact the Ford Foundation, 320 East 43 Street, New York, NY 10017.

TRYING TO INVOLVE DEANS AND DEPARTMENT CHAIRS IN SUPPORTING COLLABORATIVE RESEARCH IN WOMEN'S ISSUES?

Here is how the Center for Women's Studies and Gender Research at the University of Florida engaged people's support:

They invited a panel of deans and research deans from almost all of the University of Florida's colleges to participate in a symposium which examined critical questions regarding the collaborative support of gender research at UF, especially how to cross departmental and college lines.

Among those participating were the deans and/or associate deans of the College of Liberal Arts and Sciences, College of Veterinary Medicine, College of Law, College of Journalism and Communications, College of Nursing, College of Architecture, and Graduate Education.

At the symposium's end, more than 25 faculty members and researchers presented brief accounts of their gender-related projects.

The symposium will be followed up with workshops and training sessions on collaborative projects and the art of grant-writing.

Other happenings at the University of Florida:

• A new doctoral program in Women's Studies

A new interdisciplinary doctoral program on women's studies has been approved by the graduate council of the University of Florida. The program will combine work in a particular discipline with a concentration in women's/gender studies. A core women's studies faculty of close to 30 members and many departments will participate in the program, starting in the fall of 1995.

For information, contact the Center for Women's Studies and Gender Research at the University of Florida, 115 Anderson Hall, Gainesville, FL 32611-115200.

SAGE TO END PUBLICATION

After ten years of providing information about Black women, *Sage: A Scholarly Journal on Black Women* will cease publishing this fall. *Sage*, the only journal exclusively devoted to the experiences of women of African descent, published articles, critical essays, in-depth interviews, reviews of books, films, and exhibits, research listings, and other information. It will sorely be missed by scholars and friends.

• A brochure describing *Who's Who in Gender Studies* is being developed to help link campus researchers with common interests.

• Sue Rosser has been appointed the director of the Center for Women's Studies and Gender Research. Rosser is author of several books on women in science and health.

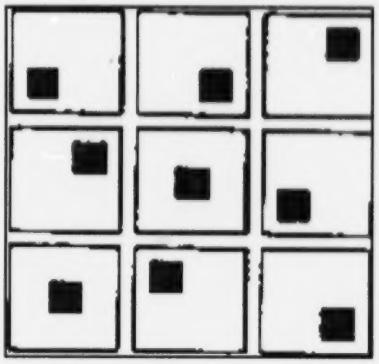
WOMEN'S STUDIES IN PAKISTAN

The Centre of Excellence for Women's Studies at the University of Karachi has developed a *Directory on Women and Development in Pakistan*. The directory, described in WIN NEWS, lists approximately 200 resource persons with academic expertise in conducting research, teaching, and supervision.

A newsletter, *Panghat*, provides information in Urdu and Sindhi to women in rural and semi-urban areas on health, education, environment, child care, and legal information in simple language. ("Panghat" means a place in rural areas where women meet and share their interests.)

The *Journal of Women's Studies: Alam-E-Niswan* is also published by the Pakistan Association for Women Studies.

For information about any of the above, contact the Pakistan Association for Women Studies, C-12, Staff Town, University of Karachi, Karachi, Pakistan.



WOMEN IN ATHLETICS

TITLE IX UNDER FIRE BY CONGRESS

Title IX of the Education Amendments of 1972 is coming under fire because of its requirements for equity in athletics. In May 1995, primarily at the request of the American Football Coaches Association, Congress held a one-day hearing in which several witnesses complained that Title IX has had an adverse effect on men's sports.

Other witnesses testified that no new legislation is needed and that the Title IX regulation is adequate; noting that the problem is not Title IX but the reluctance of college officials to cut football and basketball budgets.

The Office for Civil Rights (OCR) of the Department of Education, which enforces Title IX, uses three standards from its regulation to determine compliance:

• Proportional opportunities (the school must provide athletic participation opportunities in numbers that are substantially proportionate to the enrollment of men and women)

• History of program expansion of women's opportunities

• Satisfying the interests and abilities of women

OCR requires that *only one* of these standards be met.

In July 1995, the House Appropriations Committee approved an amendment to the 1996 appropriations bill for the Departments of Education, Health and Human Services, and Labor, which would bar the Department of Education from spending any money enforcing the athletic provision of Title IX unless the department issued "objective criteria" for complying with the regulation.

Norma Cantù noted she had already promised to clarify the policy by September.

Critics claim that they need OCR to clarify the policy. Advocates for women's sports claim that the critics are not interested in clarification but in weakening Title IX.

Numerous suits involving athletic compliance have been filed under Title IX; none of those challenging the Title IX regulation in athletics has succeeded.

Despite many gains in women's athletics, women lag behind men in most measures of athletic equity. Women's sports receive about one-fifth of athletic budgets. In 1992, women received 28 percent of athletic scholarships of Division 1-A schools (schools with top football and basketball programs). In these same schools, recruitment budgets averaged $28,840 for women athletes compared to $139,000 for men. Women are about one-third of student athletes, but slightly more than half of undergraduate students.

RUTGERS PAYS WOMEN'S BASKETBALL COACH MORE THAN MEN'S COACHES

Rutgers University (NJ) is paying its new women's coach, C. Vivian Stringer, a base salary of $150,000 per year (plus benefits and incentives), which is more than the men's basketball coach, who receives $124,000, and more than the men's football coach, who receives approximately $145,000.

Stringer, who is African-American, and Rutgers president, Francis L. Lawrence, denied that her hiring was intended to help reduce racial tensions at the institution. Her record is impressive: 520 victories in 23 seasons; a 269-84 record over the last 12 seasons at the University of Iowa, and a career record of 520-135, which makes her the fourth highest among all women coaches.

RUGBY: FINALLY FOR WOMEN

One of the fastest growing sports for women on campus is rugby: approximately 170 colleges and universities field teams on the club level.

It is the only campus sport in which full contact is allowed for women. (In soccer, field hockey, and lacrosse, hard contact is not forbidden but discouraged.) The rules for women are the same as those for men.

Among the schools fielding teams are Stanford, Dartmouth, Pennsylvania State, and Princeton, which won last year's national collegiate championship.

WOMEN ATHLETES HAVE HIGHER GRADUATION RATES

Women athletes are more likely to graduate than their male counterparts, according to a study done by the National Collegiate Athletic Association. Sixty-nine percent of female athletes who were first year students in 1988 graduated within six years, compared to 53 percent of the male athletes in the same class.

White women athletes had the highest graduation rates (71 percent) compared to men of all races; both black and white women graduated at higher rates than men of the same race. Black women athletes also graduated in high numbers: their graduation rate (58 percent) exceeded that of white male nonathletes (57 percent.) In addition, the largest increases for graduation rates occurred for black and white female athletes.

LAWSUITS ON THE PLAYING FIELDS

• Eight female athletes have filed a class-action lawsuit against Syracuse University, charging that its athletic program violates Title IX. They asked the court to immediately elevate women's lacrosse from a club to varsity sport rather than wait until 1997, as proposed by the university.

Syracuse currently offers 11 varsity sports for men and 9 for women; 360 men participate, compared to 155 women. Title IX requires, in part, that schools receiving federal funds offer athletic opportunities in proportion to the number of women and men students. Slightly more than half of Syracuse students are women.

• The University of Bridgeport settled a lawsuit by nine gymnasts who charged that when the university dropped the women's gymnastic team along with men's volleyball to save money, it worsened the disparity between men's and women's athletics. Although Bridgeport reinstated the team shortly after the suit was filed, the women continued the suit to secure a funding commitment. The university has agreed to sponsor the team until at least 1997-98, and to pay all of the team's expenses, including scholarships, equipment, and travel.

• Brown University has submitted a plan to increase women's athletic programs, in response to a lawsuit filed by women athletes who claimed that dropping of two women's varsity teams violated Title IX. The court ruled against Brown. Brown has been actively opposing the ruling, claiming that the Title IX requirement that athletic opportunities be proportionate to the number of male and female students is a quota system, and has appealed the court's decision.

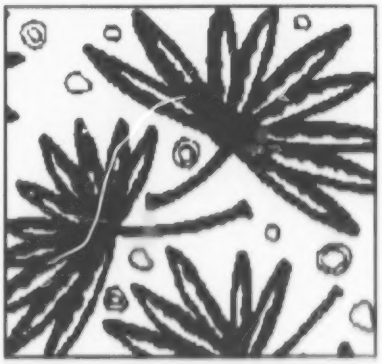
The Trial Lawyers for Public Interest, which is handling the women's case, urged the court to reject Brown's plan, claiming that it overstated the opportunities it would create for women. Women are 51 percent of the undergraduates; currently 38 percent of Brown's athletes are women.

PREGNANCY DOESN'T STOP WOMAN ATHLETE

The coach at Vanderbilt University thought that one of his best basketball players had been bulking up in the weight room and putting on pounds as first-year students often do. But player Na'sheema Hillmon was pregnant instead. Hillmon, who had her doctor's permission to keep playing, did not tell anyone about her pregnancy because she wanted to continue playing. Despite the pregnancy, she became the second-leading scorer and rebounder for her sixth-ranked team.

SUGAR BOWL TO LET WOMEN JOIN

After 61 years as an all-male organization, the Sugar Bowl will allow women to become part of its organizational structure and will add more minority persons. The Sugar Bowl is the only campus bowl without women. The change came after the U.S. Department of Justice was asked to investigate the bowl, and a New Orleans resident accused the bowl of racism and sexism. There are 71 active members, including eight black men, three of whom are on the executive committee of 20.



MISCELLANY

WORDS! WORDS! WORDS!

Most women dislike being called "babe," "chick," or "bitch." When the *Washington Post* surveyed over a thousand persons and asked them whether each of ten words were appropriate or inappropriate for men to use when referring to women they did not know, "bitch" and "broad" topped the list. More than eight out of ten men and women described them as "very inappropriate." Two percent (mostly men) thought "bitch" was fine, as did four percent (again, mostly men) think the same of "broad." Only five percent thought "lady" was inappropriate.

For all of the words listed, women ranked them as inappropriate at somewhat higher levels than men. The ten words, ranked in order with most inappropriate listed first, were: "bitch, broad, chick, babe, sweetie, darling, honey, gal, girl, and lady."

A discouraging note: *Washington Post* research librarian Mary Louis White examined stories in the *Post* and *New York Times* containing the words "babe" and "bitch" and found that they had more than doubled during the past ten years.

"GIRLS" GETTING "YOUNGER"

In the not too distant past, adult women were often referred to as "girls." A recent study by Linda Bebout indicates that changes are occurring, and that the boundary line between "girl" and "woman" is shifting rapidly to a younger age.

Linda Bebout asked those in her survey to imagine they were told a girl (or a woman) was at the door and wished to speak with them. They were asked to give the age range in which they expected the person to be. When she had conducted a similar study about ten

EDITOR'S CHOICE

AMERICA'S COMPETITIVE SECRET: UTILIZING WOMEN AS A MANAGEMENT STRATEGY

Anyone who works with men or with women will find Judy B. Rosener's book full of insight about men and women who work for or along side each other.

Rosener talks about some of the reasons it is hard for women to move into management, examining the contradictions that act as barriers. She describes a "gender paradox"—when characteristics associated with women are seen are negative or not important, then gender is seen as relevant. When characteristics associated with women are viewed as positive, then gender is seen as irrelevant.

She notes that women were often seen as "weak" and otherwise deficient in leadership qualities when leadership was defined in terms of "command and control." Now that leadership is increasingly being defined as "interactive" (such as building consensus, sharing power and information), women's ability to engage in these positive behaviors is no longer viewed as gender related, but simply as good leadership traits.

Rosener also talks about the "sexual static" between men and women as well as the contradictory expectations that men have of women and how this interferes with women's utilization.

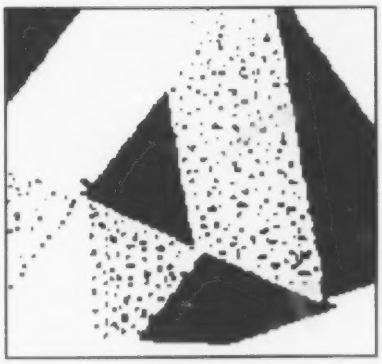
Although the book focuses on management in business, it is equally relevant for universities and colleges and the utilization of women faculty members.

This is a book that anyone interested in the role of women in the workplace ought to read.

America's Competitive Secret is published by Oxford University Press, New York. 218 pages, $25 hardcover.

years ago, most people believed the "girl" to be 19 to 23 years old; now most people believed she was 8 to 12 years old.

Similarly, in the earlier study, no one thought the "woman" would be younger than 20, while in the new study many thought the "woman" might be as young as 16. Bebout's article appeared in a recent issue of *American Speech*.



RESOURCES

MUCH ABOUT WOMEN

• The July-August 1995 issue of *Academe* (published by the American Association of University Professors) contains several articles about women on campus, including two about the history of women in higher education. Two articles, one critical and one positive, focus on women's studies. Also included is an article about women faculty (see section on Working in Academe), a history of the Bunting Institute at Radcliffe, a collection of photographs depicting academic women's role during the suffrage struggle, and a copy of AAUP's latest policies on sexual harassment and consensual relations between faculty and students.

• *New and Recent Books in Women's Studies* (Spring 1995) lists books concerning women published by the Cornell University Press, including books on history, literary criticism, discrimination, and psychology. The 20-page catalogue is available from the Cornell University Press, P.O. Box 6525, 750 Cascadilla Street, Ithaca, NY 14851-6525, 607-277-2211.

• The latest issue of *Initiatives* (Volume 56, No. 4) contains, as usual, an array of interesting articles: a discussion of returning women students, a study of American Indian females in higher education administration, a description of women studies in Japan, a brief history of the National Association for Women in Education, and an unusual article about the "feminizer"— a male professor who espouses support for feminist doctrines to women professors and students as a means to get them into bed.

For information, contact the National Association for Women in Education, Suite 210, 1325 18th Street NW, Washington, DC 20036-6511 202-659-9330.

MORE ABOUT WOMEN

The Feminist Press, the oldest continuing feminist publisher in the world, is celebrating its 25th anniversary and has issued a new catalogue listing new and old publications. The subject matter is broad: children's books, Asian studies, interdisciplinary texts, literary anthologies, health and medicine, and fiction are only a few of the topics covered.

For further information, write The Feminist Press at the City University of New York, 311 East 94th Street, New York, NY 10128.

NEW BOOKS ON WOMEN AND FEMINISM

• *New Books on Women and Feminism*, No. 25, is a selected bibliography of new books, covering nonfiction, poetry, and dramatic works published during 1994. The books are arranged in 26 broad categories, ranging from anthropology, biography, humor, language, lesbian studies, periodicals, and science/mathematics, to sexuality, sports, and women's movement/general women's studies.

Author and subject indexes complete the 86-page booklet. Published by Phyllis Holman Weisbard, Women's Studies Librarian for the University of Wisconsin System, 430 Memorial Library, 728 State Street, Madison, WI 53706, 608-263-5754. E-mail: WISWSL@DOIT.WISC.EDU. Annual subscription rate varies for individuals and organizations but covers most publications from the office, including *Feminist Collections* and *Feminist Periodicals*.

• *Life Notes: Personal Writings by Contemporary Black Women* is a collection consisting of writings from the journals, diaries, and personal notebooks of contemporary Black women. Edited by Patricia Bell-Scott, the book contains writings by well-known authors such as bell hooks, Rita Dove, Audrey Lorde, and Alice Walker, as well as unpublished writers who are activists, artists, educators, homemakers, lawyers, lesbians, students, unemployed, and disabled. Available for $12 (paperback) from W.W. Norton & Company, 500 Fifth Avenue, New York, NY 10110, 800-233-4830.

• The newly revised *Women's Atlas of the United States* by Timothy and Cathy Carroll Fast presents a wide array of up-to-date information as well as historical comparisons on the following subjects: demographics, education, employment, family, health, crime, and politics.

One hundred and forty-five maps and charts illustrate the atlas, and include the low and high entries for each map. Among the issues covered are poverty, sexual assault, AIDS, and breast cancer.

The Atlas is available from Facts on File, Inc. 460 Park Avenue, South, New York, NY 10016.

LOOKING FOR $$$$$$ FOR YOUR PROJECT OR RESEARCH?

The National Guide to Funding for Women and Girls, Third Edition, provides information about more than 950 national and local grantmakers. Over 4,000 recent grants are described for education, career guidance, vocational training, equal rights, rape prevention, shelter programs for victims of domestic violence, health programs, abortion rights, pregnancy programs, athletics and recreations, arts programs, and social research.

Indices in the 234-page book help people locate major funders in their specific fields, grantmakers in their geographical areas, and national funders.

The 1994-1995 grant guide costs $70 from The Foundation Center, 79 Fifth Avenue, New York, NY 10003-3076.

LOOKING FOR INFORMATION ABOUT WOMEN ON YOUR COMPUTER?

Get a copy of *Electronic Access to Research on Women: A Short Guide* by Judith Hudson and Kathleen A. Turek, which lists and summarizes many of the resources in women's studies that are available electronically. Includes information about discussion groups on numerous issues, newsgroups, electronic conferencing, and electronic journals. Send check for $8.00 made out to Research Foundation of SUNY to Institute for Research on Women, c/o Publications, Social Science 341, SUNY-Albany, 1400 Washington Avenue, Albany, NY 12222.

SEXUALITY RESEARCH

A new study from the Social Science Research Council provides an overview of social science research about sexual behavior, identifying research trends and gaps, priority topics, and critical issues in sexuality research in the United States. Also included are issues of methodology and an overview of private and public sector support for sexuality research. Recommendations for a future research agenda are also included.

Written by Diane di Mauro, the 100-page *Sexuality Research in the United States: An Assessment of the Social and Behavioral Sciences* is available from the Social Science Research Council, 605 Third Avenue, New York, NY 10158. Individual copies are free while the supply lasts, although requests must include $3.00 in stamps or postal meter strip to cover cost of mailing. Checks are not accepted.

The Project on Women's Commissions Needs Your Help

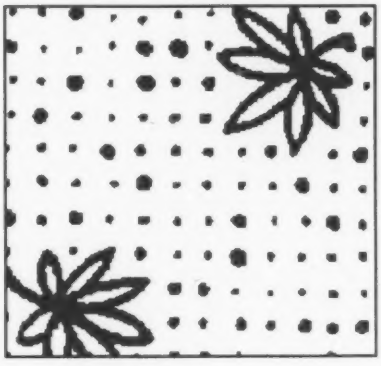
The Office of Women in Higher Education at the American Council on Education and the Association of American Colleges and Universities' Program on the Status and Education of Women are jointly conducting an examination of the ways in which change takes place on behalf of women within higher education. We are particularly interested in looking at the role of women's commissions and committees and would appreciate if you would take a few minutes to respond with your "first impressions" to each of the following questions:

1. What are the "hot" issues on your campus?

2. What does it take to create change on your campus?

3. What structures (e.g,. a women's commission, women's center, staff member whose job it is to address women's issues, women's studies program) exist on your campus that serve to advocate for women? Who are they primarily designed to serve (e.g., faculty, administrative staff, support staff, students)?

Please include the name of your institution. If you are willing to be contacted for further information, include your name, address, and phone number. You may respond via e-mail to eperl@umdacc.umd.edu or mail your response to Project on Women's Commissions, Office of Women in Higher Education, ACE, One Dupont Circle, Washington, DC 20036.



ACE OFFICE OF WOMEN IN HIGHER EDUCATION

Summer Vacation

For the Office of Women in Higher Education and the ACE/NIP Executive Board, the summer months have hardly been characterized by the imagined leisure that we anticipate when students and faculty head off campus at the end of each academic year.

The OWHE has used the time to develop a number of international projects. Through the International Network of Women Presidents, which has been established as a result of the March 1995 meeting of international women in higher education, OWHE members will use electronic communication to participate in an ongoing discussion of policy issues.

Donna Shavlik represented the OWHE at the American Council on Education South African Project, which was scheduled to coincide with the South African National Assembly's recognition of National Women's Day, August 9. Highlighting the Project was a series of three seminars focusing on gender issues in higher education administration. Participants at the workshops endorsed the need for South Africa's National Commission on Higher Education to make a serious commitment to gender equality.In keeping with the focus on international women's issues, Donna also will attend the Fourth World Conference on Women, scheduled for September 4 to 15 in Beijing. The conference will evaluate the progress made on women globally since the Third World Conference, held 10 years ago in Nairobi.

On the national level, the ACE/NIP Executive Board voted to expand its membership from 9 to 13 members, as a means of strengthening the national network. This broadened base of participation will facilitate greater communication between the Board and Coordinators of State ACE/NIP programs. A complete Board membership list, with new members indicated, appears below.

Plans for the upcoming year will be made at a fall board retreat, scheduled for October. Executive Board members will focus on identifying ways to enhance communication among the OWHE, the national Board and the State Programs, as well as among the individual State Programs. Mechanisms to be explored include the possible establishment of an electronic network, and the use of teleconferencing on a routine basis.

As a busy summer comes to a close, the OWHE and the ACE/Nip Executive Board look forward to a year of continued achievement on behalf of women in higher education. Best wishes for a terrific year!

Notes prepared by Dr. Carol A. Moore, Provost and Vice President for Academic Affairs, Mercy College, Dobbs Ferry, NY.

ACE/NIP National Executive Board

Kristin Davidson
University of Pennsylvania, Pennsylvania

Teresa Gonzalez
James Madison University, Virginia

*Becky Hawkins
Prince George's Community College in Maryland

Debbie Ingram
Office of Women in Higher Education, Washington, D.C.

Joyce Justus, Emeritus
U.S. Office of Science and Technology, Washington, D. C.

Susan Kern
Illinois State University, Illinois

Lucie Lapovsky, Chair
Goucher College, Maryland

*Estella R. Lopez
Inter American University, Puerto Rico

*Judy McCann
Regis University, Denver, Colorado

Carol Moore, Executive Secretary
Mercy College, New York

*Toni Murdock
Seattle University, Washington

Lucille Sansing
University of Redlands, California

Donna Shavlik
Office of Women in Higher Education, Washington, D. C.

Judy Touchton
Office of Women in Higher Education, Washington, D. C.

Mona Wheatley
Middlebury College, Vermont

Mattielyn Williams
Tennessee Higher Education Commission, Tennessee

*New members of the ACE/NIP Executive Board.

CSULB: REDEFINING THE URBAN UNIVERSITY CSULB: REDEFINING THE URBAN UNIVERSITY CSULB: REDEFINING THE URBAN UNIVERSITY CSULB: REDEFINING THE URBAN UNIVERSITY

California State University Long Beach

CSULB is a vibrant, comprehensive, urban university with an enrollment approaching 30,000 students, and one of the largest campuses in the 22-member California State University system. Located near the ocean in Long Beach, the fifth largest city in California, the 320-acre campus offers a beautifully landscaped, garden-like setting, an excellent physical plant and outstanding instructional facilities enhanced by attractive, innovative, and aesthetically-pleasing architecture and design. Under the strong leadership of a new President, CSULB is aggressively recruiting bright, high-achieving students who seek a traditional college experience, while maintaining its mission of providing access and opportunity for non-traditional populations. With its strong commitment to high-quality undergraduate and graduate programs, CSULB is positioned to become one of the premiere urban universities in the country.

Tenure-Track Faculty Openings for Positions Beginning Fall 1996:

College of the Arts
- Dance (Department Chair)
- Design (Department Chair)
- Design (Industrial Design)
- Design (Interior Architecture)
- Theatre Arts (Scenic Design)

College of Business Administration
- Finance, Real Estate, and Law
- Management/Human Relations Management

College of Education
- Dean
- Educational Psychology & Administration (Educational Administration)
- Educational Psychology & Administration (School Counseling)
- Teacher Education (Middle School Education)

College of Engineering
- Civil Engineering (Geotechnical Engineering or Structural Engineering)
- Civil Engineering (Transportation Engineering)
- Engineering Technology (Manufacturing Technology)
- Engineering Technology (Environmental Technology)

College of Health & Human Services
- Criminal Justice (Statistics/Corrections/Courts/Law Enforcement)
- Health Science (Health Education)
- Nursing (Medical/Surgical)\
- Physical Education (Pedagogy)

College of Liberal Arts
- Joint Appointment: Ethnic Studies & Social Sciences Departments
- English (English Education)
- History (Latin American History)
- Philosophy (Applied Ethics)
- Political Science (Comparative Politics & Asian Politics)
- Psychology (Industrial/Organizational)
- Speech Communication (Intercultural Communication)
- Women's Studies (Ethnic Studies Emphasis)

College of Natural Sciences & Mathematics
- Dean
- Biological Sciences (Marine Microbiology)
- Biological Sciences (Wetlands Plant Ecology)

University Library & Learning Resources
- Librarian (Physical Sciences)

All positions open until filled. Contact appropriate department for detailed information. CSULB, 1250 Bellflower Blvd., Long Beach, CA 90840 (310) 985-4111.

AA/EEO/TITLE IX EMPLOYER

In addition to meeting fully its obligations of nondiscrimination under federal and state law, CSULB is committed to creating a community in which a diverse population can live, and work, in an atmosphere of tolerance, civility, and respect for the rights and sensibilities of each individual, without regard to economic status, ethnic background, political views, sexual orientation, or other personal characteristics or beliefs.

CSULB: REDEFINING THE URBAN UNIVERSITY CSULB: REDEFINING THE URBAN UNIVERSITY CSULB: REDEFINING THE URBAN UNIVERSITY CSULB: REDEFINING THE URBAN UNIVERSITY

16

President

University of Idaho
Moscow, Idaho

The Board of Regents of the University of Idaho invites applications and nominations for the position of President of the University of Idaho.

The University, located in Moscow, is Idaho's comprehensive land grant institution with responsibility for teaching, performing research and granting the Doctor of Philosophy degree. Classified as a Carnegie Research Institution II, the University was established in 1889 by the territorial Legislature.

More than 12,000 students from every state and 80 countries enroll to pursue undergraduate and graduate degrees in UI's Colleges of Agriculture, Art and Architecture, Business and Economics, Education, Engineering, Forestry, Wildlife and Range Sciences, Law, Letters and Science and Mines and Earth Resources.

The University also maintains instructional centers in Coeur d'Alene, Boise and Idaho Falls, and extension offices in 42 of Idaho's 44 counties in addition to eight research and extension centers and four field stations at various sites across the state.

Moscow, a city of 20,000, is located 85 miles south of Spokane, Washington. It is a gateway to the beautiful mountain and lake country of northern Idaho.

The President is the chief executive officer of the University and is responsible for its management to the Board of Regents. Preferred qualifications for the position include:

- An earned doctorate, or other appropriate terminal degree, or equivalent experience;
- A demonstrated record of leadership and a commitment to provide to Idaho and its citizens cooperative leadership in a seamless educational process;
- The ability to work cooperatively with institutions within the state's system of postsecondary education;
- Demonstrated skills in the areas of management, finance, budgeting, and public and private resource development;
- Commitment to affirmative action and equal opportunity;
- The ability to articulate internally and externally the mission and goals of a land grant institution in the 21st century;
- A demonstrated ability to work as a respected leader and colleague with a diverse student body, faculty, staff and constituencies of the institution.

Applications

Nominations should be received by October 13, 1995. Preference will be given to applications received by November 13, 1995. All inquiries, nominations and applications will be held in strictest confidence until after the initial screening process, which will conclude approximately January, 1996. All materials should be addressed to:

State Board of Education
Attn: UI Presidential Screening Committee
PO Box 83720
Boise, ID 83720-0037
Tel: 208-334-2270
Fax: 208-334-2632

The preferred starting date is July 1, 1996.

AMERICAN COUNCIL ON EDUCATION

ACE Fellows Program

The American Council on Education (ACE) Fellows Program offers the premier leadership development opportunity in higher education. Celebrating its 30th anniversary this past academic year, the Program is dedicated to providing comprehensive preparation for senior level administrative positions. The year-long fellowship focuses on the study of higher education administration, leadership, decision making, and governance. Designed for senior faculty and mid-level administrators, the Program includes a year-long experience with a President and other senior officials as Mentors, participation in three week-long national seminars, involvement in regional campus visits, and exposure to a network of higher education leaders. Candidates must have a minimum of five years of college-level experience as faculty members and/or administrators and they must be nominated by their institution's president or another senior officer who agrees to pay their salary and benefits during the fellowship year.

Women, minority, and community college candidates are especially encouraged to apply.

For more information, please contact:

ACE Fellows Program
American Council on Education
One Dupont Circle, NW, Suite 800
Washington, DC 20036-1193
telephone: (202) 939-9412
e-mail: fellows@ace.nche.edu
fax: (202) 785-8056.

17

HOW TO ADVERTISE IN About Women on Campus

It's easy—and cost-effective—to advertise in *About Women on Campus!*

Quarter page (3½" x 5")	**$150**
Half page (3½" x 9½" or 7" x 5")	**$200**
Full page (7" x 9½")	**$300**

We can accept camera-ready display ads or set type from your copy.

For more information or to reserve ad space, call 202-659-9330 or FAX 202-457-0946, or write to the address on the back cover.

CORNELL UNIVERSITY

School of Hotel Administration

Management, Operations, and Human Resources

Cornell University's School of Hotel Administration is accepting applications for the position of Assistant/Associate Professor of Human Resources Management. The Hotel School is the world's preeminent undergraduate and graduate business college in the field of hospitality management.

Responsibilities include teaching undergraduate and graduate courses in Human Resources Management and related topics, advising students, engaging in hospitality-related research, and participating in school, university, and professional service activities.

The ideal candidate would possess a doctoral degree and disciplinary expertise in the area of Human Resources Management, demonstrated teaching ability and enthusiasm for working closely with students. A record of, or potential to conduct research and direct graduate student research is desired. Hospitality or service industry work experience would be helpful, and hospitality industry interest is a necessity.

This is a tenure track position with a nine month academic year appointment, available summer research support, significant professional development funding, supplementary income opportunities, and attractive fringe benefits. Rank and salary are negotiable, depending on qualifications.

The closing date for applications will be **November 1, 1995;** early applications are encouraged. Possible interviews may be arranged for the CHRIE meetings in Nashville and the Academy of Management meetings in Vancouver in August 1995. Candidates should send a letter of application, curriculum vitae, and names and addresses of three references to:

Dr. A. Neal Geller
Associate Dean for Academic Affairs
School of Hotel Administration
146 Statler Hall
Cornell University
Ithaca, NY 14853-6901

An Equal Opportunity/Affirmative Action Employer

18

CORNELL UNIVERSITY

School of Hotel Administration

Marketing Professor

Cornell University's School of Hotel Administration, the preeminent undergraduate and graduate college in the field of hospitality management, is seeking a faculty member in the field of marketing research or marketing management, with expertise or strong interest in direct marketing, to teach and conduct research in the areas of direct marketing and marketing research. In conjunction with other marketing/sales/tourism faculty, a proportionate share of administrative, executive development and advising functions will be performed.

Qualifications:

An appropriate PhD degree in marketing research, marketing management or related field is required. Business experience and a scholarly research record is highly desirable. Must be an excellent teacher, able and willing to conduct rigorous research, publish in refereed journals and be willing to interact with the hospitality industry. Must be willing and able to work with a wide variety of undergraduate and graduate students, including supervising research of master's and doctoral students.

Starting date
August 1996

Rank and Salary

Professional rank on tenure track, rank and salary negotiable. Nine-month term with attractive fringe benefits, advancement and executive education opportunities.

Candidates should send a letter of application, resume, and names and addresses of three references to: **Dr. A. Neal Geller, Associate Dean for Academic Affairs, School of Hotel Administration, 146 Statler Hall, Cornell University, Ithaca, NY 14853-6901.**

A representative of the Hotel School will be at the AMA Summer Conference in Washington, D.C. for consultation and preliminary interviews.

An Equal Opportunity/Affirmative Action Employer

VALPARAISO UNIVERSITY

Assistant Provost for Student Affairs

Valparaiso University, an independent comprehensive Lutheran university, with highly ranked academic programs and an enrollment of 3,500, seeks an Assistant Provost for Student Affairs, reporting to the Provost. Supervises Dean of Students, Multicultural Programs, Union and Student Activities, Student Counseling, Health and Career centers, University Police. Need solid administrative experience in student affairs, interest in academic and co-curricular collaboration and church-related higher education. Ph.D. or terminal degree preferred. Competitive salary.

Send application, resume, and three letters of reference to **Roy Austensen, Provost, Valparaiso University, Valparaiso, IN 46383.**

AA/EOE

Gender Equity in Math and Science

The sixteen articles in this special two-part focus of *Initiatives*, the award-winning journal of the National Association for Women in Education (NAWE), explore what we can do to increase the number of girls and women who take courses in math and science and consider and enter careers requiring skills in these areas. They provide a useful overview of the current situation, details about successful initiatives and programs, models for replication, strategies for recruitment and retention, psychological and sociological perspectives, and suggestions about what remains to be done to help assure access and equity for girls and women.

Two issue set: $26.00 (postage included) All orders must be prepaid.

Order from NAWE at the address on outside back cover.

PURDUE UNIVERSITY

Director, Women's Resource Office

Purdue University invites nominations and applications for the position of Director, Women's Resource Office.

Responsibilities:

Reporting to the Vice President for Human Relations, the Director will be responsible for leadership in improving the campus climate for women. The Director will provide advocacy and support for women by initiating, developing, and administering programs and services that address the needs and concerns of all women at Purdue University. In cooperation with other campus offices and community organizations, the Director will:

- initiate and sponsor educational and professional development programs that meet the diverse needs of women;
- educate the campus community about gender-based issues and work with others to correct gender-based inequities;
- assist department heads, directors, deans, and vice presidents with their efforts to recruit and retain women faculty and staff;
- make recommendations on policies of special concern to women; and
- provide information, advice, and referral to women seeking assistance.

This is a 12-month administrative position; salary and benefits are competitive.

Qualifications:

- Extensive knowledge of, and demonstrated success in, the development and administration of programs which address women's issues and gender-related concerns, and an understanding and appreciation of the diversity among women required.
- Experience in a university desired; ability to work with faculty and students in an academic setting required.
- Leadership ability to build and maintain campus-wide credibility and support for the Women's Resource Office; ability to collaborate with other offices and individuals in program development and problem solving; and effective oral and written communication required.
- Experience with community outreach and public relations desired.
- Terminal degree and faculty experience desired. A faculty appointment in a relevant academic department is possible, depending upon qualifications.

Purdue University

Purdue University is Indiana's Land Grant University, and one of the nation's leading institutions of higher education and research. Purdue University at West Lafayette enrolls approximately 36,000 students in its 10 schools and over 60 graduate programs, and employs approximately 2,000 faculty and 9,000 staff. The University is committed to increasing diversity throughout the campus and in its academic programs. Purdue is located in historic Tippecanoe County, home to a broad base of high-tech industry and agriculture. Rich with cultural opportunities, Purdue is just an hour from Indianapolis and two hours from Chicago.

Nominations/Applications:

Please submit nominations or letter of application with vita and the names of five professional references to:

Professor Christiane E. Keck
Chair, Search Committee
Women's Resource Office
Purdue University
1108 American Railway Building
West Lafayette, IN 47907-1108

The Search Committee will begin its review of applications on November 10, 1995, and will continue until the position is filled.

Purdue University is an Equal Opportunity/Affirmative Action Employer

19

☐ YES

I am concerned about women on campus and want to enter my subscription to ***About Women on Campus.***

☐ AND

I want to know more about the National Association for Women in Education, one of the nation's oldest national professional education associations. ***Send me information about membership.***

SUBSCRIPTION RATES:

Individual	1 year (four issues)	**$20**
	2 years (eight issues)	**$35**
Institution	1 year (four issues)	**$28**
	2 years (eight issues)	**$50**

Foreign subscriptions: Please add $7.00 per subscription to cover additional postage.

Discounts are available for bulk subscriptions mailed to a single institutional address. Call 202-659-9330 (FAX 202-457-0946) for details.

Name

Title

Institution

Address

City/State/Zip

Send subscription form and check or institutional purchase order made payable to NAWE to: About Women on Campus, 1325 18th Street NW, Suite 210, Washington, DC 20036-6511

National Association for Women in Education
Suite 210, 1325 18th Street NW
Washington, DC 20036–6511

Second Class
Postage Paid at
Washington DC

ERIC
GAIL MATHEWES
1301 PICCARD DR #300
ROCKVILLE, MD 20850